

## Business Case - Ka Hao te Rangatahi

### Executive summary

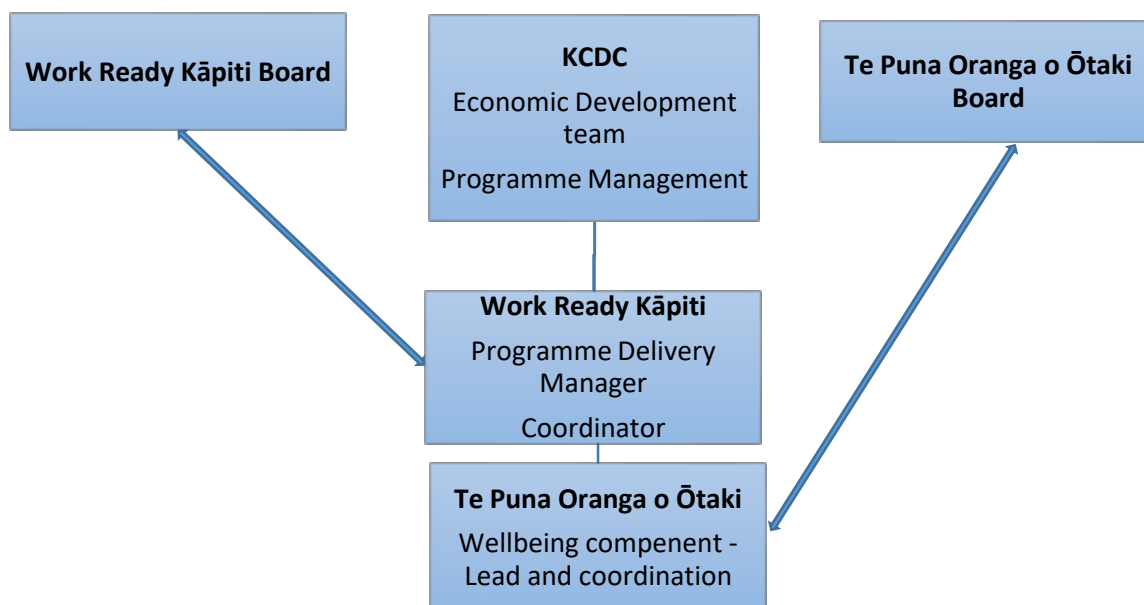
A partnership between Work Ready Kāpiti, Te Puna Oranga o Ōtaki and Ministry of Social Development has been formed to deliver the proposed <sup>Commercial Info</sup> pilot programme - Ka Hao te Rangatahi. The partnership is crucial to delivering successful outcomes for rangatahi. We are seeking \$<sup>Commercial Informat</sup> in funding to enable the delivery of this programme in Ōtaki.

Ensuring holistic wrap around services, support and pastoral care are available, accessible and known at the outset, will help to ensure, support and encourage rangatahi onto a positive pathway and; for the employer and rangatahi, that they feel connected, supported, understood and heard.

The programme will have a strong focus on young people/rangatahi and Māori 15-24 year olds. Particularly those those not in employment, education or training (NEET), school leavers that need additional support and rangatahi impacted by Covid19. Mātātahi in our district are our future leaders so it is crucial that we are able to offer them an opportunity that contributes to a positive future.

This is a pilot programme that will work with <sup>Comm</sup> rangatahi over <sup>Commercial Information</sup>, of which **approximately 75% will be NEET.**

### Programme Delivery Structure



- Kāpiti Coast District Council – Economic Development team will contract Work Ready Kāpiti (WRK) to manage the delivery of the **Ka Hao te Rangatahi** pilot programme.
- WRK will contract Te Puna Oranga o Ōtaki to lead and coordinate delivery of the wellbeing component of this programme with service providers.
- WRK will also contract training providers to deliver specific areas of the training programme such as industry specific training, drug education, budgeting, driver licences.

Holistic pastoral care based upon Dr Mason Duries, whare tapawha model, and supported by the Ōtaki communities' expertise and mentors, will be fundamental to the success of this programme. Holistic wellbeing, including mental health needs to be normalised for all, we need greater focus on wellbeing for our employers and with getting our rangatahi on a positive, sustainable and successful pathway where they feel holistically supported along the way.

The programme offers Work Ready Kāpiti's existing initiatives: WEX - work experience opportunities, #EmployerMeet events (speed dating style events aimed at connecting youth and employers), the Kāpiti Work Ready Passport (a programme run via colleges & online to prepare youth for work).

Work Ready Kāpiti would also offer industry specific training, this will allow rangatahi to gain new skills and knowledge across the following industries within Kāpiti:

- Power lines/Alarm Techs
- Construction/Infrastructure
- Aged Care/Health Services; and
- Work experience and employment opportunities with local businesses

The programme will be implemented as a placed-based pilot in Ōtaki, managed by Work Ready Kāpiti with partners Te Puna Oranga Ōtaki and Ministry of Social Development. Work Ready Kāpiti (WRK) is an already established youth programme on the Kāpiti Coast and has excellent industry partners and strong working relationships with colleges across the district. WRK programmes are primarily targeted at those transitioning into the workforce and NEETs and they have had successful outcomes to date. Kāpiti Coast District Council supports WRK through grant funding, social media, business support and connections.

## Programme delivery

The programme will see the delivery of a series of Commercial Information intakes of Comm rangatahi. A total of Com intakes, a total of Comm rangatahi throughout the Commercial Info pilot programme. The programme will offer industry specific and general skills training with wellbeing/pastoral care as the primary focus. The first intake of rangatahi is proposed for September 2020.

Commercial Information



## Pastoral Care

A clear and accurate picture of each individual’s wellbeing needs to be established and will be a priority. This will determine approaches required and if any specialist skills are needed in addition to what will be provided. Creating a culture of wellbeing, agreeing on a set of values that underpin this programme will be fundamental to the layers of support rangatahi know, see and understand are available. The application of tikanga (Māori cultural practices) that safeguard mana (spiritual vitality) and elevate mauri (physical vitality); will be essential. Curriculum opportunities for promoting wellbeing will be planned for and mapped out. Particular emphasis will be given to the social, emotional, spiritual and physical aspects of wellbeing.

Each individual rangatahi will receive Commercial Information pastoral care from the day they start this programme.

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## Pastoral care component - how it will work

**Intake:** Commercial Information

- Mana Whenua – Understanding and actively participating in the powhiri process of going on to a Marae as guests (manuhiri) and experiencing hospitality at its finest, introducing themselves to providers and generally getting familiar with Marae protocol. The history of Ōtaki, the people who whakapapa here and developing a sense of belonging from a cultural lens will assist with placed based context and show sense of those who were here before them. Embedding shared expectations and developing a Ngakua Kotahi will assist with rangatahi having a sense of ownership and input into the course. Whakapapa will be introduced during the course of time with the goal of knowing and being able to recite their pepeha either verbally or to themselves.
- Each morning session will start with karakia, and what’s on top to ascertain where everyone is at physically, mentally and spiritually. We recognise that this may not be verbal so other cues will be developed such as drawing, pointing to “feeling” maps but encouraging participation and being able to identify feelings and triggers.
- Organising the environment for optimal learning, which is at the choice of the rangatahi – this could be outdoors, furniture re arranging or seating preferences which is negotiated
- Breaks during the day will include physical activity and self-care such as developing breathing exercises, seated yoga, stretches, fun type sessions and team building situations that model trust and explore other elements of care.
- Arriving on time and being prepared is a hurdle to some, being able to collect rangatahi who for various reasons can’t make it due to external factors will be a huge barrier. Being able to instantly respond and

collect them will assist in the desired outcomes and help with relationship building as we recognise that this programme is also a source of respite care for some.

- Teaching each other how to support one another's learning through feedback and support and respect for preferred learning styles
- Physical activity will be included in various forms with gym memberships an option during the intakes, as well as swimming lessons, beach safety, river care also options as we recognise our environment that offers health and can also take it away.
- The role of food in optimal nutrition and performance will be taught at the Marae, with basic cooking classes and gardening skills incorporated.
- Understanding how to access health care and identifying health providers will be provided, mock doctor visits and generally becoming familiar with areas of health professionals, understanding health and wellbeing literacy and being able to make appointments.

### Graduation celebration of intakes:

- These will take place back at the Marae and will involve whanau members attending and interested others who have contributed to this project. Graduation will take the form of what the rangatahi perceive as a celebration and will have lead roles in planning, catering and organising.
- Understanding of support systems in place and how to access these upon completion of course, through social media platforms, texting, group chats.

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- Support in the workplace or training programme through weekly check in with rangatahi to see what's on top, and if any issues have arisen, deal with anxieties.
- Twice a week check in with employers through work experience. Daily check in with rangatahi via text or call.
- Two weekly check in with providers or employers post Commercial Information training programme to gauge progress and determine if any specific interventions are required.
- Monthly whanau kai to maintain connections, share progress or simply just eat together
- Counselling support – identifying those who may have drug/ alcohol/ mental health

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- Understanding of support systems in place and how to access these upon completion of course, through social media platforms, texting, group chats. Follow up get together session (month out) on the marae

A guest speaker - Success stories from those who have had similar challenges but turned their situation around, what was the catalyst and what made a difference? It's important for graduates to understand that there will be ongoing challenges, everyone has these challenges, it's the resilience that is needed to push through. Pastoral care builds resilience for our graduates. (Future graduates of the programme could equally be that guest speaker for future programmes)

### Structure of programme delivery

- Work Ready Kāpiti, Ministry of Social Development (MSD) and Te Puna Oranga o Ōtāki will collectively work together to recruit rangatahi to the programme. Work Ready Kāpiti will recruit NEET's and transitioning school leavers that may need additional support, MSD will support the recruitment of NEET's and those rangatahi impacted by Covid19. Te Puna Oranga o Ōranga has established links with all health providers and colleges and is well established and connected in their community of Ōtāki and will be actively recruiting.
- Each intake will be formally welcomed on to the Marae in Ōtāki, to anchor and prepare for the training sessions ahead and to foster a sense of unity through values such as kotahitanga and whanaugatanga. Through marae tikanga and values such as manaakitanga, each graduate of intakes will prepare to host the next intake coming through. Moving from manuhiri to valued marae whanau, provides a sense of importance in looking after people on the marae as well ensures expressions of manaakitanga and reciprocal behaviour is experienced and lessons passed on.

### Training programme – Commercial Information which combines with the pastoral care outlined above

- Days of attendance will be **Monday, Tuesday 9-3pm and Thursday (drop in - study and support day 9-5pm)**

Commercial Information	Training
Commercial Information	<ul style="list-style-type: none"> <li>• Marae welcome and induction – day 1</li> <li>• Work Ready Passport introduced</li> <li>• Learners Licence</li> <li>• Soft skills</li> <li>• Life skills</li> <li>• Industry specific training</li> </ul>
Commercial Information	<ul style="list-style-type: none"> <li>• Work Ready Passport</li> <li>• Learners Licence</li> <li>• Soft skills</li> <li>• Life skills</li> <li>• Financial literacy</li> <li>• Industry specific training</li> <li>• C.V. and cover letter</li> </ul>
Commercial Information	<ul style="list-style-type: none"> <li>• Work Ready Passport</li> <li>• Financial literacy</li> <li>• Restricted Licence lessons</li> <li>• C.V. and cover letter</li> </ul>

	<ul style="list-style-type: none"> <li>• Interview training</li> <li>• Work Experience</li> <li>• Marae wrap up and celebration</li> </ul>
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- Industry specific training e.g. construction/infrastructure, alarm technicians, linesmen (Commercial Information)
- Work Ready Passport (to be completed within the (Commercial Information))
- Soft skills – punctuality, adaptability, problem solving, attitude, communication (Commercial Information)
- Life skills - respect, talking, listening, manners (Commercial Information)
- Financial literacy – (Commercial Information)
- Driver Licence – Learners licence and restricted licence (ongoing throughout programme)
- C.V. and cover letter preparation (Commercial Information)
- Interview training – mock interviews between employers and the programme participants (spread over (Commercial Information))
- Work Experience (Commercial Information) with businesses)

### Outcomes – (Commercial Information)

- (Commercial Information) receive p-around pastoral care for (Commercial Information)
- (Commercial Information) rangatahi complete and graduate with a Work Ready Passport
- (Commercial Information) rangatahi have completed at least two weeks of work experience
- (Commercial Information) rangatahi have passed their Learners Licence
- (Commercial Information) rangatahi have passed their Restricted Licence
- (Commercial Information) rangatahi are on a positive healthy pathway.
- (Commercial Information) rangatahi in an apprenticeship, employment or further training or education

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