

Te Mahere Whai Mahi Māori Māori Employment Action Plan

VISION: Māori exercise rangatiratanga to create intergenerational wellbeing through work.

Te Whai Mahi, the Government's Māori Employment Action Plan, sets out a suite of actions that the Government will implement to improve labour market outcomes for and with Māori.

Te Mahere Whai Mahi Māori is a part of the Government's Employment Strategy

The Employment Strategy aims to ensure that all New Zealanders can fulfil their potential by developing skills, finding secure employment and engaging in rewarding careers. It seeks to create opportunities for satisfying labour market participation for everyone of working age regardless of their abilities or their employment goals.

The Employment Strategy is supported by seven population-specific employment action plans. The other six action plans will also have a positive impact on Māori and many include actions that specifically support Māori. They have been collaboratively developed and will align with te Whai Mahi.

Alongside the action plans, the Employment Strategy is supported by various other policies, programmes and initiatives to improve the working lives of everyone in Aotearoa New Zealand.

Why we need an Action Plan

Employment in quality work is an important contributor to waiora (wellbeing) as well as socioeconomic outcomes. Work can improve the waiora of an individual, but it also supports the intergenerational wellbeing of a person's whanau and wider community.

We want to ensure Māori can engage in quality work, or mahi tūturu.

We can do more to improve Māori participation and achievement in education, training and employment. To be effective for Māori, the Government needs to remove barriers and to create opportunities. Māori should be supported to engage in the labour market in a way that meets their aspirations.

As te Whai Mahi sits under the Employment Strategy, it focuses primarily on the ways that the employment, education and training (EET) systems can support Māori to achieve their aspirations.

The actions in te Whai Mahi aim to contribute to an employment system that is mana-enhancing for iwi, hapū and Māori and improves Māori employment outcomes.

Te Tiriti and the guiding principles of te Whai Mahi

Te Whai Mahi builds on Te Tiriti and Te Tiriti principles. It aims to support Māori in their dual identity as both tāngata whenua and citizens to succeed and fully realise their aspirations in the labour market. It will do this by providing opportunities to enable Māori to achieve parity in employment, education and training outcomes.

Te Whai Mahi seeks to work in partnership with iwi, hapū and Māori to:

- › maximise their rangatiratanga over their resources, goals and the services they use
- › co-design services to recognise differing Māori needs and strives to achieve equity of outcomes
- › provide Māori with options to participate in ways that are appropriate for their needs and circumstances.

The Crown will take an active role in ensuring EET systems better serve Māori needs and aspirations.

Working together

The Government is committed to creating intergenerational change for Māori communities. Through and alongside te Whai Mahi, we will continue to work towards our other commitments (including those arising from the Treaty Settlements process).

We will build on the strong working relationships we have developed with Māori across the motu to advance the actions in te Whai Mahi, promote partnership and achieve the long-term outcomes we want to create transformative change that empowers Māori.

Te Whai Mahi is a 'living document'. We will continually review and update it as actions are completed or implemented and in response to external factors, such as changing labour market conditions.

Te Whai Mahi includes an outcomes framework with a clear results focus to help drive action and hold relevant agencies publicly accountable for delivery. For each pou, te Whai Mahi sets out specific indicators of success. Regular monitoring will ensure that we are delivering on the expected outcomes from the actions outlined in te Whai Mahi as well as identifying opportunities for the Government to do more to improve outcomes.

Te Ara Mahi Māori

We recognise the contribution of the reference group, Te Ara Mahi Māori. Te Ara Mahi Māori led engagement hui across the motu and provided valuable insights into what matters most to our Māori communities, and recommendations about what should be included in te Whai Mahi. We would like to acknowledge the mātauranga, taonga and kete of knowledge Te Ara Mahi Māori have contributed to the development of te Whai Mahi.

TE POU – What success will look like:



PEOPLE

Māori have the skills and knowledge to lead, and succeed, at all stages of their careers

Equitable participation and achievement in education

Māori have parity in participation and achievement in education, especially in high-value qualifications.

Equitable access to, and participation in, sustainable, quality work for all Māori

Wāhine Māori, rangatahi Māori, older Māori workers, tāngata whaikaha Māori and takatāpui Māori have equitable opportunities to participate in sustainable, quality work.

EET services are tailored and culturally responsive to Māori

Māori find sustainable, quality work through tailored and culturally responsive EET services.



WORKPLACES

Māori thrive in workplaces that have good conditions and are free from discrimination

Workplaces are inclusive for Māori

Māori are valued for their contributions as Māori.

Workplaces recognise and foster the potential of Māori

Māori have parity in pay and employment outcomes.

Māori leadership and representation in the public sector

Māori have equitable representation in public sector leadership and governance roles.



FUTURES

Iwi, hapū and Māori are leaders in future-focused and sustainable sectors

Successful and sustainable Māori entrepreneurship

Māori start and grow thriving, sustainable businesses.

A diverse Māori workforce in future-focused sectors

Iwi, hapū and Māori are leading growth sectors.



Te Kāwanatanga o Aotearoa
New Zealand Government

THE ACTIONS – What we will do:



PEOPLE

Māori have the skills and knowledge to lead, and succeed, at all stages of their careers

IN THE NEXT 1-2 YEARS, WE WILL ...

- › Work with Māori to embed a tikanga-Māori-based framework into employment policy, and develop tools to implement the framework (MSD)
- › Explore the changes needed for the EET system to be effective and equitable for Māori (TPK)
- › Improve education outcomes for Māori learners, by implementing and reporting on the actions in *Ka hikitia – ka hāpaitia/the Māori education strategy (MoE)*
- › Improve education provided on mātauranga Māori and te reo Māori (MoE)

IN THE NEXT 2-5 YEARS, WE WILL ...

- › Explore how the EET system can intervene early for rangatahi and tamariki (MBIE, MoE, MSD)
- › Develop positive case studies that showcase the success of Māori students, workers, employers and business owners in various employment and training programmes (this includes Mana in Mahi, He Poutama Taitamariki, He Poutama Rangatahi and Oranga Mahi) (MSD)
- › Explore ways to incorporate te ao Māori values into new employment-support services for tāngata whaikaha (MSD)
- › Explore ways to identify and engage with rangatahi Māori who are not in employment, education or training (NEET) and connect them with support services (MSD)
- › Explore whether the current approach to funding and contracting employment services works for Māori, iwi and community service providers, and look at other options to enhance these funding and contracting partnerships (MSD)
- › Review the way that MSD works with iwi, hapū and Māori groups and how it empowers communities to achieve positive employment outcomes (MSD)
- › Ensure iwi, hapū and urban Māori authorities have information on the online career planning solution (OCPS), so Māori can access career-planning tools (TEC)
- › Improve training and employment outcomes for Māori through Te Pūkenga and the Workforce Development Councils (WDCs) (MoE, TEC)
- › Improve careers education in schools and target support for rangatahi Māori (MoE)

IN THE NEXT 5+ YEARS, WE WILL ...

- › Incorporate te ao Māori values and community-designed success measures into monitoring and evaluating employment services for Māori (MSD)
- › Decide if kanohi ki te kanohi career services (such as Direct Career Guidance Services) should become permanent, if evaluations continue to show they are successful (MSD)
- › Improve data collection on Māori participation in employment services, to accurately monitor whether Māori are taking up opportunities (MSD)
- › Continue the Reform of Vocational Education (RoVE) and ensure the reform works for Māori (MoE)
- › Work with Taumata Aronui to design tertiary education and system settings that will respond better to, and improve outcomes for, Māori learners and communities (MoE)

ALONGSIDE TE WHAI MAHI, WE ARE ...

- › Funding employment-support services that are designed and delivered by Māori for Māori
- › Implementing *Ka hikitia – ka hāpaitia*
- › Implementing *Tau mai te reo*
- › Investing in, strengthening and growing Māori-medium education (MME) and kaupapa Māori education
- › Strengthening the sense of belonging and engagement in education
- › Developing and implementing initiatives that raise the Māori cultural capability of education providers, careers advisors, navigators and mentors



WORKPLACES

Māori thrive in workplaces with good conditions and are free from discrimination

IN THE NEXT 1-2 YEARS, WE WILL ...

- › Research incentives and barriers for employers providing flexible work, and how flexible work could benefit kaimahi Māori (MBIE)
- › Research how workplaces can be more inclusive for kaimahi Māori (MBIE)
- › Research incentives for employers to give kaimahi Māori lifelong opportunities to upskill, learn and develop (MBIE)
- › Work with BusinessNZ and the Council of Trade Unions to find ways to support small and medium-sized enterprises (SMEs) comply with employment and health and safety responsibilities (MBIE)
- › Remove barriers that kaimahi Māori face to access information about employment rights and responsibilities (MBIE)

IN THE NEXT 2-5 YEARS, WE WILL ...

- › Review the employment dispute resolution system to ensure it is accessible and effective for Māori (MBIE)
- › Research what enables and prevents Māori having meaningful employment. This action includes tāngata whaikaha, Māori with caring responsibilities, older Māori, young Māori parents and Māori sole parents (MSD)
- › Improve access to childcare, to help parents and other carers take up mahi or education when they and their pēpē are ready (MSD)

IN THE NEXT 5+ YEARS, WE WILL ...

- › Consider whether tikanga Māori can be incorporated into employment relations and employment standards strategy, policy and operations (MBIE)

ALONGSIDE TE WHAI MAHI, WE ARE ...

- › Implementing the Gender Pay Gaps Action Plan in the public service
- › Building cultural competence, addressing bias and strengthening inclusive leadership in the public sector, through Papa Pounama
- › Implementing Maruaiti (the Māori health and safety strategy)
- › Continuing to overhaul the welfare system and incorporating kaupapa Māori values



FUTURES

Iwi, hapū and Māori are leaders in future-focused and sustainable sectors

IN THE NEXT 1-2 YEARS, WE WILL ...

- › Accelerate iwi, hapū and Māori leadership of, and engagement in, future growth industries (MBIE, TPK)
- › Build stronger pathways and support for wāhine Māori entrepreneurs (MBIE, MfW, TPK)

IN THE NEXT 2-5 YEARS, WE WILL ...

- › Embed best practice in government agencies' core business, so that Māori businesses are just as able to engage in government procurement as non-Māori businesses, and ongoing support to Māori businesses is part of the procurement system rather than an 'add on' (MBIE, TPK)
- › Work with partners of industry transformation plans (ITP) on opportunities to help Māori businesses succeed and improve employment outcomes for Māori in the ITP sectors (MBIE)

IN THE NEXT 5+ YEARS, WE WILL ...

- › Research the barriers and enablers to Māori businesses (start-ups, SMEs) accessing support, by designing and implementing a work plan and communication plan with Māori business networks, regional economic development agencies and other business-support organisations (MBIE)

ALONGSIDE TE WHAI MAHI, WE ARE ...

- › Learning about and addressing challenges that Māori face when accessing capital
- › Implementing *He kai kei aku ringa – The Crown-Māori economic growth partnership*
- › Implementing the Māori Economic Resilience Strategy to make Māori more resilient to economic shocks, and create a more sustainable, resilient, inclusive economy for Māori
- › Supporting the uptake of a Māori-business-identifier number
- › Implementing the Government's Progressive Procurement policy

