

MANU TAKI HUI OUTCOMES

WWP Target - Youth

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THESE GUIDELINES

OVERVIEW

On 11th November, a number of individuals and organisations came together, to commence a journey to better understand how we can work collectively to advance towards our target of;

"Reduce (in particular for Maaori and Pasifika*) the number of young people who are not in employment, education or training (NEET) from 12.6% (2019) to less than 5% by 2030."

Attended by a diverse range of organisations with broad representation from youth organisations, councils, education, iwi, philanthropy, the arts, tourism, sports and government agencies.

This document captures and reflects the diverse and productive conversation that occurred during the Youth Hui.

PURPOSE

Identify a number of potential key actions and collaborations that progress us towards achieving our target.

OBJECTIVES

- explore how we might work together to achieve the target
- identify potential opportunities to work collectively to amplify our impact;
- form a base understanding of the work and services of key organisations and how they might complement one another;
- establish a draft action plan around how we can work together to achieve our target moving forward
- establish recommendations as how to progress this mahi within the Waikato Wellbeing Project framework

KEY LEARNINGS

The energy in the room was electrifying with participants connecting with new collaborators and identifying potential new ways of working.

With approximately **60 individuals in attendance**, from **across the Waikato** region, we were able to **learn**;

- There is a great deal of energy, momentum and **existing initiatives** underway **that are working well**
- **It's time for action** - our work needs to be **connected** and **action-oriented**
- Let's **build** on **what's working well** - Intersectional Collaboration is key to **move away** from an existing **competitive funding model**
- To succeed **we must involve our rangatahi and whaanau** in a **meaningful way**. This could be achieved through creating a youth hui to gather feedback and input as well as inviting youth representatives on the Regional Skills Leadership Group and other identified Governance groups
- The purpose of this kaupapa is to **create equitable outcomes for all young people** with a focus on Maaori and Pasifika
- Adopt a **fail forward approach to implementing solutions**, to gather immediate experience and learnings
- **Proactive intervention is key** - there was consensus around more needing to be done at the earlier stages given the majority of participants were focused on the 18-25yrs stage
- **Employer** engagement, participation and **support** is **key** to developing solutions that **enable successful transitions**
- **Practical support** from the **business** and education sector is needed in areas such as work experience, employment, training, encouraging innovation, entrepreneurship and the arts
- **Innovation, entrepreneurship, the arts, healthy recreational and physical activity** are key to **enable our youth to thrive** - these need to be a focus when developing solutions/ideas



SESSION FRAMEWORK

We started the session by asking attendees to add initiatives, projects and services that they were aware of, onto a Journey Map which captured the key stages/phases of a young person's life (from 0-25).

The purpose of this activity was for participants to **collectively understand** what work was underway, purpose of the work and identify potential collaborators. Participants were then asked **where they felt the greatest opportunity for impact might be**, across a young person's journey, with most **agreeing that it began before birth**.

As a result of this activity the group have developed an **initial journey map with information of services, projects and initiatives that can be built on with data, youth and whaanau insights as well as additional services**. The journey map can begin to inform **where the greatest opportunities for impact exist**, identify natural points for collaboration to occur and **inform a systems-based approach**.

YOUTH JOURNEY MAP

- Sport Waikato - Embedding physical literacy in under 5's
- Waikato Regional Council – EnviroSchools
- Waikato Kindergarten Association
- Ngāti Maniapoto – enable, facilitate and connect opportunities
- Ministry of Education – Curriculum design and implementation
- Central Kids (Wider Waikato Kindergarten Association)

0-5

- Blue Light leadership programme
- Youth Town – Engagement, programme delivery and opportunity
- Waikato Regional Council – EnviroSchools
- Sport Waikato – Healthy and active learning, Taakaro ora (Active Wellbeing), building capability in educators to confidently deliver health and P.E Curriculum
- Graeme Dingle Foundation – KiwiCan, KiwiKaha, Stars and Teina
- Talanoa Ako– education support programme for children from early learning age to year 13 and their parents;

5 - 12

- Ministry of Social Development – Family Tax Credit, Work and Income
- Te Kura (Correspondence School) – Education online and Face2Face School
- K'aute Pasifika – Parent led ECE and Child Mental Health Service
- Ministry of Education – Curriculum design and policy implementation

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- Waikato Plan Workstream – trialing approaches to employment and youth empowerment
- Smart Waikato – SSEP, endorseMe and Employer Support Services
- Young Enterprise Scheme – encouraging entrepreneurship in youth and pathways in business
- Sport Waikato – better quality opportunities for physical activities for youth. Reduce youth drop off in participation
- YouthTown – engagement, programme delivery, opportunity, upskilling
- YWRC - Employee advocacy
- Bluelight Driver Licencing programme
- Police Youth Development – early intervention to keep young people from the Criminal Justice System.
- Waikato DC – engagement, employment, advising youth leaders, connecting youth providers
- FutureForce media hub and job board
- MoE – Youth Guarantee, policy design and implementation
- Graeme Dingle Foundation – Career navigation, kaiwhakatore mahi, business mentors
- UoW AVC Pacific - We teach teachers, produce research + data + knowledge about how to improve things. Interested in creating a holistic, perpetual motion machine of success
- Hamilton City Council funding
- Waikato Regional Council – build regional platform to elevate rangatahi voice
- Pacific Education Support - supporting Year 13 students with pastoral care and education and employment support

13 - 18

- Valley Education Employment – work experience, work with schools and rangatahi
- Shama – youth development and training
- Te Kura Correspondence School - education online and face to face schooling
- MSD – Youth training, Youth Parent Payment, Youth Service (NEET)
- Blue Light youth services
- NZMA – Education & youth focus
- YWRC Employee advocacy
- Oho Mauri – Work readiness, cultural identity, hauora, organizational culturally responsive
- Puatala – Full holistic support, training and upskilling in trades, transition to employment
- Mayor's Taskforce for Jobs – Youth employment/training
- Hamilton City Council – Community led development, funding, youth engagement
- Creative Waikato – Creative programs and leadership

- University of Waikato – Tertiary education, bridge between study and work, work integrated learn, employment preparation.
- Te Waka – Regional skills leadership plan; establish and implement (iRSLG). Sector targeted workforce development
- iHeart – Preventative wellbeing and resilience for educators, parents and young adults.
- Central Kids – Support for young parents
- Waikato Management School – education
- Sport Waikato – everyone out there and active
- Waikato Regional Council – Rangatahi voice platform
- K'aute Pasifika – Employment and training programmes (0-35)

18 - 24

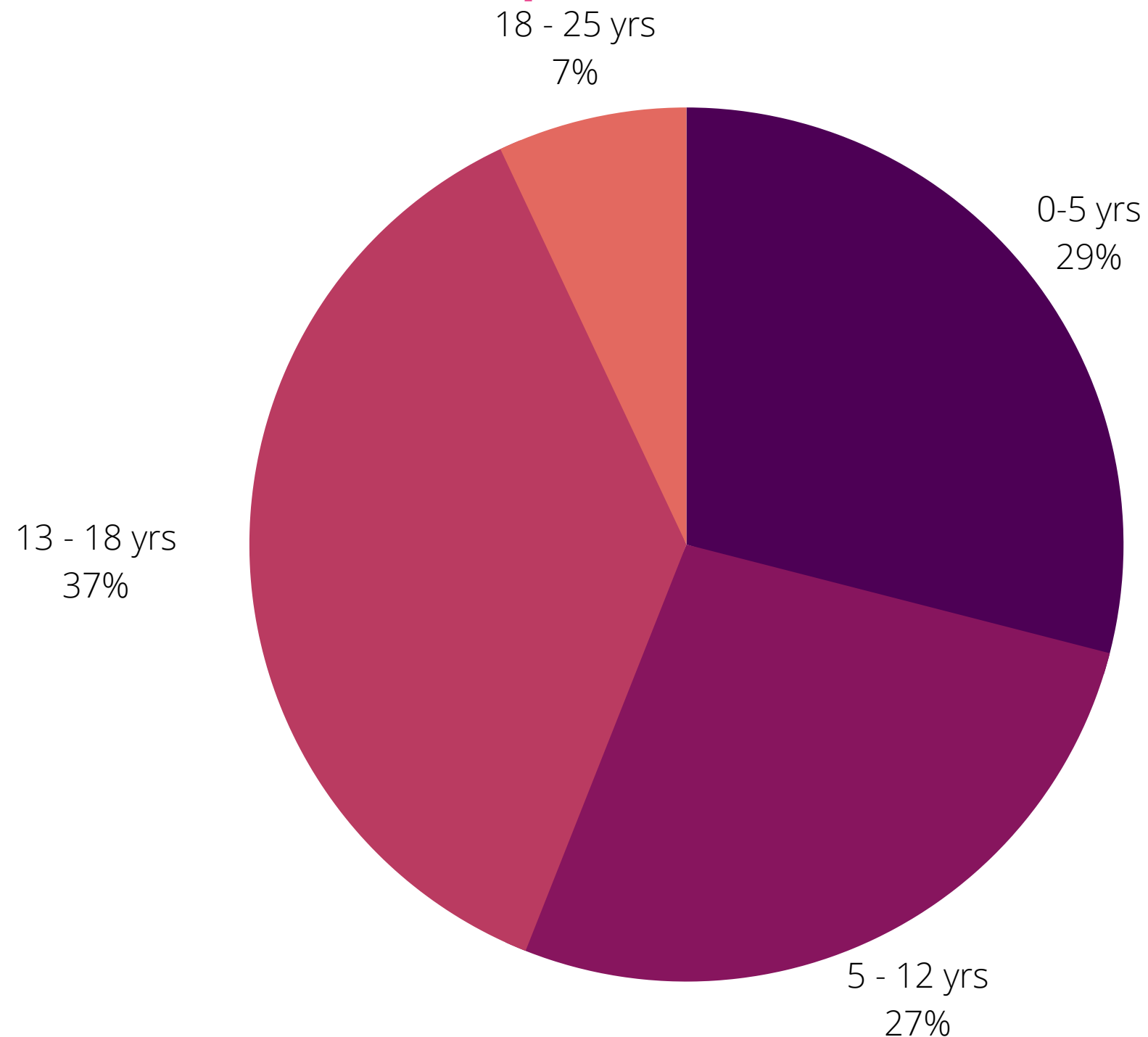
- Smart Waikato – Employer Support Services, FutureForce media hub and job board, FAN resources, YESPLS professional development
- Te Whānau Trust – Holistic life and employment skills. Kaupapa Māori community led enterprise, business like focus, harness skill sets of whole whānau (14-64yrs)
- Te Kura Correspondence School – online and face to face learning
- MSD – Training for work, skills-based training, target gap, wage subsidies
- Oho Mauri – work readiness, cultural identity, culturally responsive practice, education, training, employment
- Valley Education - Employment placement, work experience, work with schools and rangatahi

18 - 24

- Puatata – Training and pastoral care
- Hamilton City Council – Youth development, support and sector connection
- MBIE – Regional Skills Leadership Group, strengthening links between industry sectors and vocational education, economic development through collaboration
- Shama – Youth development and wellbeing
- NZMA – work ready education (and) pathways
- MTFJ – Youth development and training
- MoE – Youth Guarantee, policy and implementation
- Wintec – Secondary-to-Tertiary and Tertiary-to-Employment transition. Māori and Pasifika wellbeing, success and achievement. Pasifika 'fit for purpose' focus. Learners centered transformation, rangahau relationship development.
- IHC – Employment of support workers under IDEA Services brand. Provide a career pathway, on the job training and qualifications. Finding vocational opportunities for people we support. Community first to find activities. Purposeful opportunities.

WHERE SHOULD THE FOCUS BE?

Participants were asked where the focus should be to enable maximum impact.



"Majority of services are between 18-24, that's **too late** for many"

18-24



Use of The Link
The Link Community and Business Centre
A community and business facility
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HOW MIGHT WE?

The purpose of the next activity was for participants to identify existing solutions and generate new ideas on achieving our vision.

Groups were given a range of “how might we questions’, focused on each key theme.

Each group generated a number of potential solutions which were then 'pitched' to the room for further feedback.

Finally all participants were asked to 'vote' for the ideas/solutions that they would like to see form an action plan under each theme, the outputs are as follows.

"Is there an existing solution in place that we could '**boost**'?"

What would it take to **amplify** the **impact**?

1. HOW MIGHT WE WORK TOGETHER TO ACHIEVE OUR TARGET?

- Develop an active Waikato Wellbeing (Youth) MS Teams/Platform for sharing, engagement and collaboration
- Scope + Provision what makes the thing good and how do we scale
- Intersectional Collaboration - move away from competitive funding
- Build on cultural identity, humility and connectedness programmes already in

1. HOW MIGHT WE SUPPORT OUR YOUTH TO STRENGTHEN CULTURAL IDENTITY AND CONNECTION?

- Wānanga - leave the ego, invite the people, create a haututū, give it a go
- Build on cultural identity, humility and connectedness programmes already in play
- Use the arts sector to strengthen youth messaging and meaningful expression of identity
- Explore youth culture and reimagine the schooling experience
- Links with values of religion, tupuna, connect with Papatuuaanuku, whakapapa, turangawaewae to create identity

2. HOW MIGHT WE INCREASE YOUTH WORK READINESS + CONFIDENCE?

- Build the necessary - **Attitude, Resilience, Skills** in a work integrated and **culturally responsive** way
- **Refreshed** approach to **career advisors** as **navigators**
- Make **opportunities more visible** (eg digital and/or physical hubs of existing programmes for vulnerable individuals)

3. HOW MIGHT WE INCREASE EMPLOYER ENGAGEMENT + CAPABILITY (WORKING WITH YOUTH)?

- Set up a **provider/connector group** - educators, youth orgs, ITOs etc and connectors of employers to youth
- **Incentivise** and **support employers** in **youth employment** - eg pastoral support, professional development, cultural humility
- **Promote attributes of young people** - success stories, events, youth champions
- **Create localised events** that **bring employers together** with **youth, providers** and **whaanau**
- Develop a '**youth ready**' endorsement for **businesses**

4. HOW MIGHT WE ENABLE INNOVATION AND ENTREPRENEURSHIP WITHIN OUR YOUTH?

- Create a working group to design and action the Youth hui
 - Realise the idea/vision and gain local champions
 - Tailor NEETS entrepreneurial innovation feed-ins
 - Localised mini-summits across region
 - Utilise youth summit to promote youth initiative by youth that celebrate young hustlers, influencers, entrepreneurs etc
- Start up workshops - partnership with business mentors around Waikato
- Support creatives and entrepreneurs to connect their products and services through creating physical and virtual marketplaces

5. HOW MIGHT WE ENSURE STUDENTS TRANSITIONING FROM TERTIARY STUDY ARE CONFIDENT AND HAVE THE SKILLS TO BE WORK READY

- **Integrate work-ready skills**/career development **throughout study**
- **Create** more opportunities for **industry experiences** (ie workplace visits, networking, internships) from an earlier age
- **Connections** via **whakapapa** and culture lead to **confidence**
- **Collaborate** when developing solutions - working better together (Tertiary providers, Employers, Advisory Boards, Schools) - to ensure **skills are fit for purpose**
- **Lobby** for **tertiary funding** to be **based on employment outcomes** (to also include self employment as an outcome)
- Purpose built **entrepreneurial skills** made **compulsory** in **schooling**

6. HOW MIGHT WE CREATE MEANINGFUL OPPORTUNITIES FOR WHAANAU + YOUTH TO BE A PART OF DEVELOPING THE SOLUTIONS?

- **Every** project **involving youth** should be required to have a **youth representative**
- **Recruit** for Youth representation on governance groups eg the **Regional Skills Leadership Group**
- The **quiet voices**, the ones that are hard to hear, find ways to **go and listen**, then **respond**
- Develop a **Youth-led whaanau summit** that captures insight and solutions
- Youth + whaanau representation on projects/collectives that is recognised and may be remunerated



RECOMMENDATIONS

It was clear from our session that there is already a great deal of work underway to support our young people in transitioning successfully along their journey, as well as a commitment to work together to deliver greater gains for our community.

There is no silver bullet and establishing a coordinated, bottom-up, regional approach would provide greater opportunities for collective impact to occur.

Data + Insights

- Data is needed to understand the current situation and where to place focus - recommend that the backbone organisation looks to support the analysis of identified data sets to inform the group
- Build on the current journey map with qualitative insights from rangatahi and whaanau, as well as data

Involving Rangatahi and Whaanau

- There was a strong desire from the group to involve rangatahi and whaanau through a Youth Summit - recommend that this is progressed with identified partners and insights collated
- Appoint a Youth rep on the Regional Skills Leadership Group

Setting the Foundations for Success

During the workshop we were able to identify a number of initiatives that are working well and develop ideas around actions to ensure that all of our young people are engaged and productive, they are learning or learning a livelihood, their mana is enhanced, and they are on a positive pathway to have many life options.

Further work is required to define which projects/initiatives are working well and how the group can be resourced to create impact

- Establish theme based 'subgroups' that build on the draft action plan, create opportunities for collaboration to occur and turn ideas into action
- Create a shared platform to share ideas, research, hui outputs and connections
- Establish foundations to understand how often the group will meet, where/how, communication of progress and outcomes

Alignment and Collaboration

- Ensure that other strategic initiatives, eg Waikato Plan, Waikato Plan Youth Employment project and Waikato Wellbeing Project, continue to be connected and aligned
- Build on existing models and organisations identified at our hui as opposed to re-creating the wheel

Employer Participation

- Employer engagement, participation and support is key to developing solutions that enable successful transitions - recommend that an engagement plan is developed and network leveraged to ensure employers are included in developing and implementing solutions.

Enabling Success

- Support is required to invest in initiatives, collaborations and admin based functions to progress the work of the group.
- Recommend that the Waikato Wellbeing Project is positioned to provide the support required and make necessary connections to other means of funding/support



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NEXT STEPS

- Attendees to provide feedback on recommendations and action plan
- Attendees to confirm where and how they are able to contribute
- Progress the youth summit with identified partners
- Establish theme based 'subgroups' that build on the draft action plan, create opportunities for collaboration to occur and turn ideas into action
- Present findings to Harvey Brookes, WWP Executive Director, to begin informing support needed to succeed

NEXT STEPS

- Attendees have provided feedback on the Reflection document and noted where they can contribute
- Working with the Waikato Wellbeing Project around support for the next phase of work to produce Insight and Breakthrough

CREATING INSIGHT & BREAKTHROUGH



Where are the greatest opportunities for impact?
Understanding the systemic issues and unearthing new perspectives



Understand how we will track and monitor impact outcomes

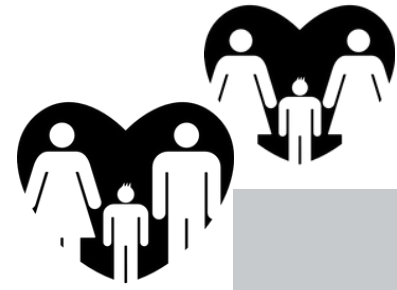


Translate quantitative data and lived experience into deep insights



Utilise insights to identify how, together, we can scale existing initiatives for impact

APPROACH



Whānau centric principles

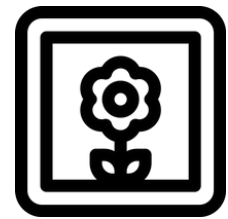


Existing Insights
+ Data



FRAME

- Engage Partners
- Review qualitative and quantitative data
- Empathy-led research planning to capture lived experiences



UNDERSTAND

- Developing new insights and perspectives
- Understand the core systemic challenges
- Validate themes



EXPLORE

- Use insights and learnings to explore existing initiatives to scale and/or new solutions
- Common understanding of where we can transform the system



TEST

- Together we will work to prototype scalable initiatives and new ideas in a low cost, low risk way



IMPLEMENT

- Seek pathways for adoption of tested initiatives
- Understand tracking and monitoring for impact outcomes





Glasses

Sunglasses

New York

Joanna Scott
YOUTHTOWN X



**Waikato
wellbeing
project**

Hinonga
toiora o
Waikato