

THE WHERE DREAMS ARE MADE REAL
Shed



TRAINING SUPPLEMENT

Waikato Maori & Pasifika Trade Training 2014

Working in Partnership



targeted TRAINING

A different training programme is reporting success

When the Maori and Pacific Trade Training programme was announced last year, the Tertiary Education Commission (TEC) said the key to New Zealand's economic success is raising the skill levels of Maori and Pasifika peoples who will make up increasingly larger proportions of our national workforce in the future.

The programme builds on lessons learned through the Pasifika Trades Training Initiative started in February 2012 (see Panel: Pacific difference) and emphasises partnerships between Maori and Pasifika organisations, tertiary education providers and employers, with government agencies providing support and funding.

The government set out a budget of \$41 million for this initiative at the beginning, made up of \$8 million for the Ministry of Business, Innovation and Employment (MBIE) to administer the scheme and \$35 million administered by TEC, to top up fees for education providers so learners would be fees-free and to provide support for job-finding and tools grants. Industry training

funds already in place were expected to be applied by the trainers and education institutions. Maori and Pacific Trade Training involves a consortium model of training providers, industry and iwi and Pacific organisations.

Example

A good example of the programme in action with industry is seen in the Waikato where Matamata-based Stanley Group have signed a consortium Terms of Reference agreement with Wintec in conjunction with Ministry of Business and Innovation (MBIE) to provide a satellite trade training campus for the Maori and Pasifika Trade Training programme.

Craig Christie, Health and Safety & Logistics Manager for Stanley Group also has a seat on the governance board of the programme, working closely with Wintec, the Hamilton-based institute of technology, and iwi.

The Matamata campus is currently established on Stanley Group's Garland St site, a location for its modular builds. The

first intake of eleven students included six students from the local iwi Ngati Haua and five from Ngati Tuwharetoa in Taupo.

Says Christie, "To our knowledge it is the only tertiary satellite campus on an employer's site. We have a classroom and a workshop on our site. The campus is no different from any of our other commercial building sites and includes our legal obligations for health and safety before anything else. We are setting the benchmark with health and safety which is why we have entered our campus into the National Health and Safety awards." Training is provided in workplace first aid, health and safety and Site Safe Passport requirements.

The trainees alternate one week on the campus with the Wintec tutor with the following week on a building site with live construction. On successful completion of the 17-week full-time course, trainees will have completed an NZQA Level 4 certificate in construction and be placed into fulltime employment with a view to formal apprenticeship.

Photographs: Jude Woodside

Craig Christie...
"very big opportunity"

(the finished versions are being donated to local daycare centres).

Safety

Safety is important and he takes the students through a half-day course for a Site Safe qualification before they even enter the workshop.

"I also tell them if you young guys booze on Thursday night and on Friday are hung over, your judgment is gone. We don't need an accident on the site. I tell them to save your drinking for Friday night when you are not coming back into work. They all get that message. Wintec has a smoke-free campus in town [in Hamilton] and if they want to give up smoking we can help them out.

"For pastoral care, Davina comes out and if any of the students have trouble with anything they can have a talk to her. It is good to have a lady here if guys have a problem and if they don't feel comfortable talking to me. Wintec also has a work broker to find work for guys and last week one was with a builder, another was across road with Stanley."

He said he could see no problem with the students getting work.

"If they get a ticket so that they are a qualified builder, nobody can take that away from them—they have got it for life."

Mind-blowing

Kazlo Evans, Project Manager for Maori & Pasifika Trade Training at Wintec, the Waikato Institute of Technology in Hamilton, says it was not hard to find motivated and/or skilled young Maori and Pasifika people keen to take on this programme.

"We have engaged with iwi, Pasifika groups, local organisations and WINZ," he says, "and there has been a lot of interest.

"It was hard to know its appeal at first because it is a new initiative. We held an information session and said to the six or seven attending that we would be coming back. The next day, about 45 students turned up. It was mind-blowing."

He says the students are really looking for something different.

"They have been interested in a trade for a while but for whatever reasons there are real or perceived barriers to getting in. There has not been the opportunity to get into training or building and they are keen to get involved in the building sector."

Iwi have also been among foundation members of these consortia.

"A high priority for them is not just the training but to include their people in sustainable employment," says Kazlo. "They see the training not just in itself but as a means to an end—sustainable employment for the future—five or ten years down the track."

He says that Wintec condensed an extensive training programme into 17 weeks by increasing the teaching hours for the students to undertake a 40-hour week, with five days studying and work placement in alternating weeks.

"We have a project team full-time working with builders, finding out if they will take students for work experience. This is to get the students used to the work environment but also to encourage interest from the employers.

"It's a two-way street. It gives the students real-life work experience and the builders get to know them. It's tough for students with the new 90-day trial period when someone can be put off. But this way it works out well—some employers get fully involved with the students."

Support

Over a raft of different programmes from the lower to higher level, Wintec also offers support for the students, especially in numeracy and literacy.

"The numeracy and literacy is not too bad, despite the perception. Kids might be disengaged from school but their numeracy and literacy is not too bad when they want to attend to study here."

"Some struggle, but we have a support person and team to assist. We are not setting up these students for failure. There is a TEC numeracy and literacy test and we can identify where they are at. Once we perform the test, we know whether they are capable of doing the course or whether we need to drop them down a level for foundation work.

"We are responsible for a programme to ensure they have some semblance of success and they can have confidence.

"It's also about communication. We have six different nations in our Pacific cohort with different language and communication styles and we have to mimic the work environment and stress the communication and the ways to communicate in a different way.

"We stress work requirements if they are to progress. We teach them how to talk to clients, how to present themselves, how to talk in a job interview. We ensure they know about turning up on time, personal standards, everyday work expectations.

"Health and safety has a special emphasis with how they behave and use protective gear, even if they are with employers who are not so particular about this. We educate them to a standard."

Kazlo says it was not difficult to find industry partners for this programme.

"We have a designated work broker who used to have the same roles with Ministry of Social Development and this is a valuable resource. Wintec is pretty strong in the Waikato region and we have provided some strong apprentices to industry. Finding employer partners has not been a big issue." ■



Twin brothers Waka (front) and Kiani Tuhakaraina... "something to be proud of."



Kiani Tuhakaraina: a better career.



Kiani supervised by tutor Jerry Twigg: "I was the same as these guys when I was at school."

Happier

"With any employee, if things are happy at home they're far happier at work and far more able to do the job. That's also part of the kaupapa of working with Maori and Pasifika. There is a lot more to it than just happens on the job."

Was there much internal discussion at Stanley Group about getting involved with the Maori and Pacific Trade Training Programme?

"No, not at all. We have extremely good relationships with local iwi here and we have worked with Tuwharetoa in the centre of the North Island for the last two and a half years. We are on our 14th marae job down there at the moment. Ultimately we see Maori and Pacific trainees working on iwi-related projects which of course is supporting some of the tikanga. Again, it's not talking about it, it's actually doing it. We have trainees today from Ngati Tuwharetoa working down on a marae in Tuwharetoa. It's delivering and not talking about it."

"For them to be able to ultimately tell their kids and grandkids they helped build part of the marae returns some of the kaupapa of the whole thing. We have a number of other iwi expressing interest in the ability of Stanley Group to work on marae and other iwi projects."

While Treaty settlements allow more iwi to control their own investments and infrastructure projects, there are other considerations.

"I guess for me the money is of less importance," says Craig Christie. "Of more importance is that iwi are very committed in my experience to doing it well. There are no shortcuts any more. Work has to have guarantees and warranties and certificates of compliance."

Maori Television reported one of the trainees, Mokoro Gillett, saying, "I must firstly thank them (Stanley) for opening the doors of opportunity and building a bridge for our people into their company with the interests of our youth in mind."

Difference

Wintec tutor Gerry Twigg who is working at the Matamata campus of the Stanley Group says the trainees are keen to learn but, after eight years of teaching, he has discovered a major difference with the Maori and Pacific trade training.

"When I had a class at the Wintec campus in town, the students were really keen that I showed them. They would do a little bit and then want me to show them the next thing."

"I find the Maori and Pacific guys are very much about, have a talk to start and 'now, let us go for it.' I step back and can be there for them to ask questions if they need. They like to be independent and do their own thing. I was sort of showing them all the time but they said, tell us what to do, show us the right direction and then they definitely discover things for themselves while they are working. Some of the kids are very much hands-on learners."

Gerry Twigg says he was "the same as these guys when I was at school when maths wasn't my best subject. Now it's easy."

"They understand when they see mathematics in use, not in the abstract. I have taken maths and broken it down the way I understood it."

He covers most of a board with his hands and leaves a piece visible. "I find if I broke things into steps and said, just do this, that they could. They asked, then what? I said, That's the answer. And they thought, It can't be, it's too easy."

Then he covers the next part of the board, leaves another part visible and goes through the same process.

"I ask, Why didn't they do this when I was at school. I grab one of the other students and say, you explain it to them. And if they get a different angle, it just changes the approach. People all think in different ways."

"There is more than one way to go round to get something. If you break it down into steps, it's a piece of cake."

Working out a Pythagoras triangle when it's done on the ground outside also makes things easier for the students. After basics, the students build a toolbox for their use and then move onto constructing a small cabin

Why did Stanley Group get involved?

"The building industry is in ramp-up mode and certainly getting good staff is a key issue for us to be able to conduct our business," says Christie. "We have always been aware of the need to train as part of what we do and that can ultimately have some benefit for Stanley Group. The more work we get, the more good staff we need and getting good staff is an ongoing long-term investment for us. We can't operate our business without good people."

In outlining the 17-week fulltime course, Wintec states that the programme gives students the theoretical knowledge and the introductory practical skills that are valued by employers selecting new apprentices, including the correct and safe use of hand tools, power tools and machines used in carpentry and safe working procedures on construction sites.

Enthusiastic

Among the entry criteria, students must be 18-34 years old and Maori or Pasifika (Maori students do not need to belong to a specific iwi). Students also need a restricted driver's licence, proof of ethnicity, to be drug-free, have a history of work readiness and have strong support from family and friends. Wintec says that it is preferred that students will have some familiarity with building and students who are not work-

ready may find the 26-week programme more appropriate.

Students spoken to at the Matamata campus run by Stanley Group were enthusiastic.

Said Waka Tuhakaraina (21), "I love it. I liked building when I was young and I used to help my uncle do building but I felt I needed much more training."

While the paperwork and theory was okay, it was great to see that you eventually ended up seeing built what was in the book.

"You have something that you made to be proud of. I have seen a few of these toolboxes and thought I would like to make one myself but I never thought I would be able to. Now I will be using it back home and be able to say I made it."

"I was looking forward to just starting but being on this programme motivates me to get up every morning and come to the course."

For 21-year-old Kiaini, Waka's twin brother who is also on the course, the motivation was that he wanted a better career.

"Before this I was in the meatworks. I just thought there was more opportunity in building. I love building and hopefully will get to be a builder. I enjoy learning about building so when I get experience, I will be able to help my family."

Says Craig Christie: "I think they realise it's a very big opportunity. There are few schemes, if any, that I am aware of that have

this level of support. Not only from being zero fees and the equipment provided, but for those who do perform and complete the course, they are going to fulltime employment with Stanley Group or some other building company as part of the consortium.

And a worthwhile scheme for Stanley Group to be in?

"Absolutely, very positive. Having a campus on our site gives us some ability to demonstrate our commitment. It's something to be talking about training and it's something quite different to be actually doing it. And then to do it on our own site is something quite different again. We have invested a lot in it."

"A lot of the smaller guys could never invest the time and resource that we have. Other larger companies have different ways of contributing, some by simply hiring people at the end or by providing work experience. We're contributing by doing all of those things and by providing a campus which promotes Matamata."

Pastoral support is equally important for the trainees.

"We have some additional benefit in working with iwi. Along the path of this course, there is a whole lot of pastoral support—some of that is provided by Wintec, some in the form of support from iwi. That's just as important as what goes on when they're at work."

Out of Work

The proportion of young people who are not in employment, education or training (NEET) is used as an indicator of youth disengagement. Among 15-24 year olds, 15.6 percent of all Maori males and 26.7 percent of Maori females in this age group are NEET in the year to March 2014.

At June 2014, the overall percentages of those not in employment, education or training were Asian, 6.1 percent; European, 9.6 percent; Pacific peoples 19.2 percent; Maori 21.15 percent.

