

Cadetships: progress and opportunities

Whiringa-ā-rangi 2019

Purpose

This document provides an **update of Te Puni Kōkiri Cadetships programme** including:

- ▶ **Emerging trends from 2019/20**
- ▶ **Progress in implementing the Budget 2019 expansion of Cadetships**
- ▶ **Impact of the programme and opportunities**
- ▶ **The journey of Cadetships so far**

Cadetships supports Māori to achieve their potential in the workforce

- ▶ As an employer-led initiative
- ▶ Through a kaupapa Māori approach
- ▶ By supporting a range of employment sectors, size and types of employers, types of programmes and cadets with different age/experience

Emerging trends: in 2019/20 Cadetships is growing in size and impact

Reporting and evaluations show that almost all cadets are **retained in employment** after their Cadetships programme concludes, with many moving quickly into **leadership/specialist roles and better paid positions**

More employers – we are forecasting 70+ in 2019/20

Higher level qualifications

More Māori employers – 54% of current employers identify as Māori-owned – (including Iwi/hapū-owned, whānau-owned or owned by Māori Trusts and Incorporations)

More cadets – 552 currently being supported with 327 in the pipeline beginning later this year

Nearly \$4m is already committed in 2019/20

Increasing employer interest will mean that the full \$4.75m will be used well before the end of the financial year

We are implementing the Budget 2019 expansion

Budget 2019 Cadetships funding was increased in 2019/20 by \$1.5m per annum, allowing expansion of the Cadetships adding an additional 150 places to bring the total to 500 per annum.

- ▶ supporting growth industry employers to attract and develop new Māori employees (200)
- ▶ supporting the (qualification-based) development and advancement of existing Māori employees (200)
- ▶ supporting employers to attract, develop and assist the advancement of Māori women (100)



What are the numbers looking like?

A significant number of cadets have moved into **senior roles such as supervisory and managerial roles**, including many who are now trainers and mentors in their own right encouraging young staff to move up within their organisation

252 cadets are from the new contracts signed in 2019/20, with **327 more in the pipeline**, coming to a forecast of **at least 550 for 2019/20**

More wahine Māori - increase from 19% in 2017/18 to 27% in 2018/19 and 35% in 2019/20

30% of cadets were unemployed before starting Cadetships and are now in new positions

An increase in participating employers from sectors that typically employ higher numbers of wahine, such as Communications, Banking and Tourism

Increasing high growth industries - construction, transport logistics, and business services continue to be strong Cadetships supporters as well as sectors such as the tech and digital sector which have not been participants in the past

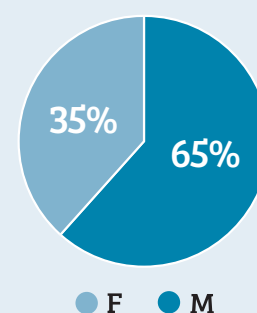
An increase in cadets working in **digital industries** - including programmes at Code Avengers, ICE Professionals Limited and Imagination Limited

27% of Cadets are rangatahi under 25

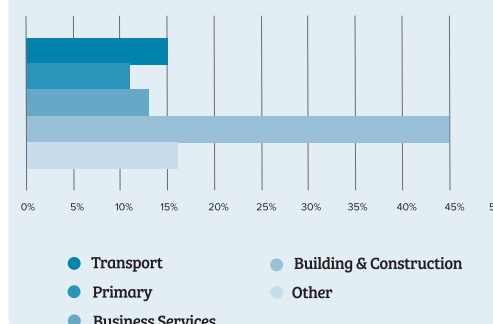
Cadetships initiatives supporting whenua Māori:

- ▶ Pūniu River Care Inc. is an iwi connected environmental restoration organisation, mentoring and training local Māori to be kaitiaki for the awa and whenua
- ▶ Minginui Nursery is a native tree nursery
- ▶ Ngāti Pāhauwera Development Trust is a Post Settlement Group Entity offering opportunities for cadets within forestry and pest control operations

Gender Split of Current Contracts

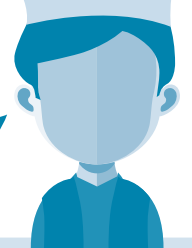



Sector Splits of Current Cadets



Cadetships continues to make a real difference

I never thought I'd make money out of putting down hāngī. - Tyler Gordon (Te Kawerau-a-Maki), The Māori Kitchen trainee hāngī master





I have gained so many skills and new experiences at Code Avengers. I've been supported by my mentors to grow and develop, and because of their support, and putting in the hard work, I'm now a permanent [employee] as an Education Consultant. Ehara taku toa, he takitahi, he toa takitini. - Damon Khan (Te Arawa), Code Avengers cadet

I think in this day and age, women need to bring themselves into a space where we can be independent and we can support our whānau in a practical way. I feel programmes like Cadetship[s] are quite important and give us our confidence. - Kaycee Thompson (Ngāti Tūwharetoa, Ngāpuhi), Downer cadet



We are seeing more cross-Agency Cadetships initiatives

Te Puni Kōkiri Cadetships initiative	No. Cadets	MBIE*	MSD	Local Govt.
Minginui Nursery	17	✓	✓	✓
Harding Consultancy	10	✓	✓	-
Skycity	10	-	✓	-
Ko Ngā Kāhahi Whakairoiro o Hinehopu Programme	10	✓	-	-

* includes the Provincial Development Unit

The Evolution of Cadetships – how have we got to where we are now?

- Cadetships **began as a small pilot in 2010** and has shown significant success in supporting Māori to succeed in the workplace
- Monitoring and evaluations show that **employers and cadets benefit in the short and long term**
- **Over 2,600 Māori cadets have participated** in the programme since it started
- **Participating employers have increased from 8** (nearly all large corporates, in the infrastructure sector) in 2016/17, **to a forecast 70-plus in 2019/20**, including a significant number of Māori SMEs working in a wide range of sectors

This follows a number of changes introduced by Te Puni Kōkiri in 2017 and 2018; including **more flexibility for employers, less compliance, the inclusion of regional and SME businesses, and a relationship-based monitoring approach.**

Reflections from participating employers

One of the great successes of our collaboration with Te Puni Kōkiri is the benefits of incorporating a tikanga Māori approach into our systems. The Downer reputation within the community as an employer who values and invests in Māori means that we have a recruitment advantage within a competitive skills shortage employment market - Downer

It has been wonderful seeing our Fulton Hogan existing staff take these young cadets under their wing and impart their wisdom and skills to develop them into critical members of the team. We have found it inspiring watching the cadets grow and working with passionate people from local iwi, schools and communities, actively seeking those opportunities and sharing it with their tamariki - Fulton Hogan



The Māori Kitchen cadets (Tyler Gordon, Tina Te Waiti, Harrison Davis and Trey Howearth), Auckland, May 2019.

The ICT sector is moving fast and we have to keep up. We are committed to ensuring Māori aren't left behind. Māori are high casual users of technology but for some reason aren't turning this casual use into a career. We want to help them make that shift. - Code Avengers

We are trying to revitalise the Māori language within our daily operations. We focus on love, family, support teamwork and hospitality. Te Puni Kōkiri help us realise this vision - Fush Face

Great opportunities for Cadetships to increase its impact

Increasing interest from potential new employers, despite very low-key marketing of the initiative

More participation by Māori-owned businesses, supporting the development of the Māori economy

Partnering with Māori and other employers involved in Papakāinga on whenua Māori and other housing repair programmes; including construction, trade training, and non-construction elements of Māori housing

Supporting innovative approaches to delivering cadetships, such as **multi-employer contracts**

Working with experienced Cadetships employers to mentor and support new employers

This will all help support an increase in employment, housing, skills and health outcomes