



TOKONA
TE RAKI

Māori Future Makers

PUTA I TUA

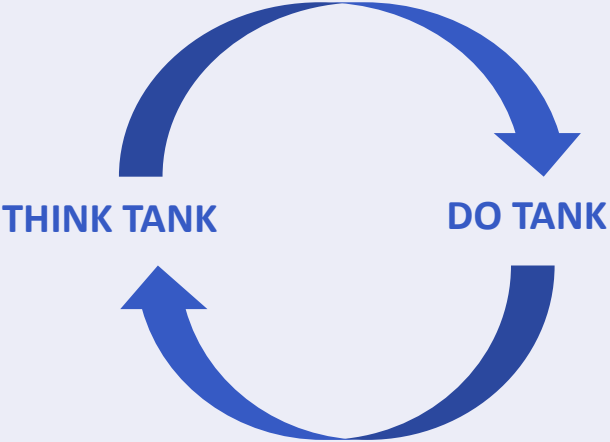
Reimagining a Skills-Focussed Future

WE ARE TOKONA TE RAKI

We're a social innovation lab sitting under the mana of Te Rūnanga o Ngāi Tahu.

We use our mātauraka Kāi Tahu, blended with research and data, to develop uniquely Māori solutions that are rooted in our culture and worldview.

We identify the changes that will make the biggest difference to create equity in employment, education and income for Māori by 2040.



INEQUITY BY DESIGN

"If we remember that they [Māori] are better calculated by nature to get their living by manual rather than by mental labour."

School Inspector, Henry Taylor, 1862

"So far as the Department is concerned, there is no encouragement given to [Māori] boys who wish to enter the learned professions. The aim is to turn, if possible, their attention to the branches of industry for which the Māori seems best suited."

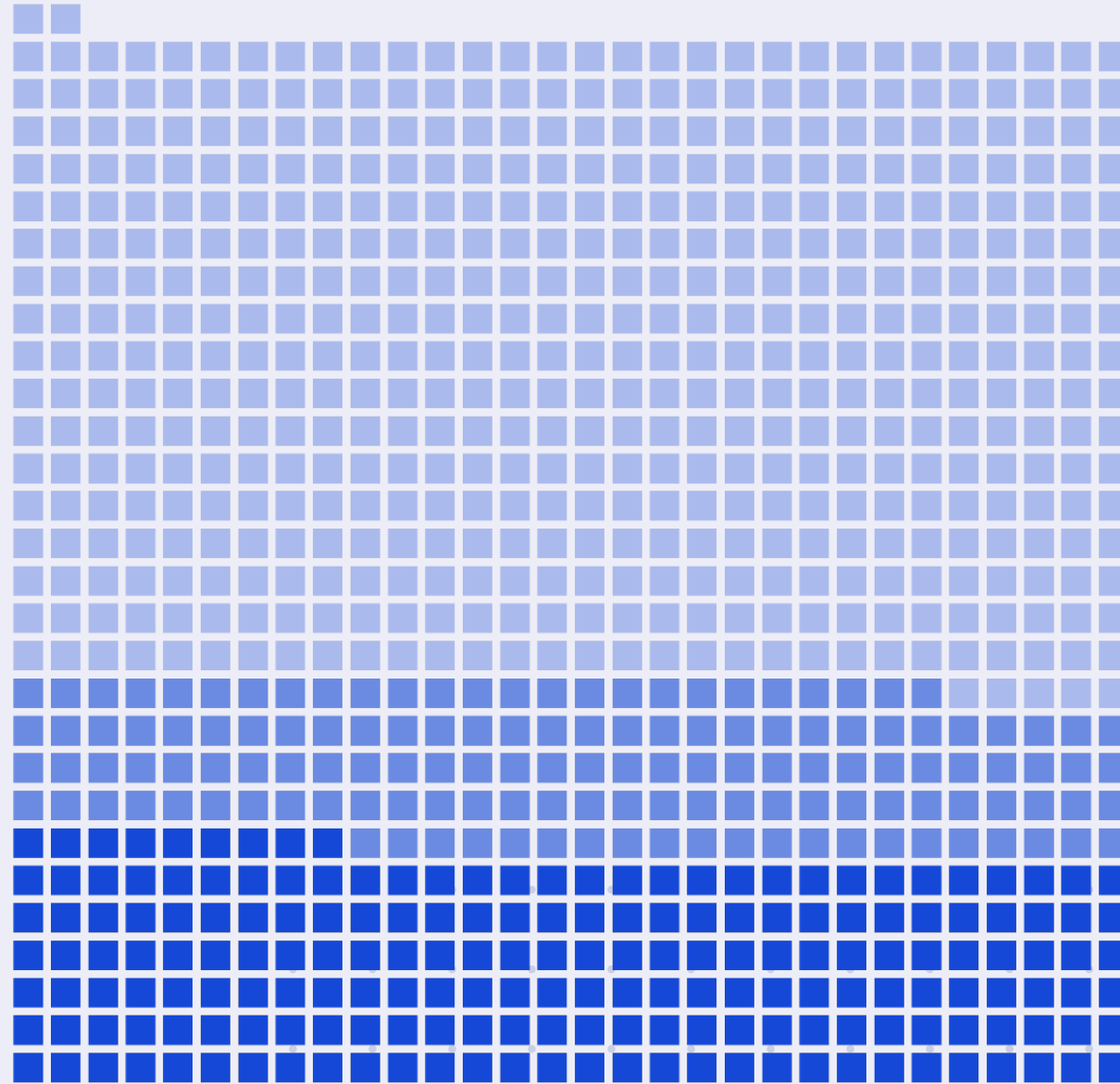
Inspector of Native Schools, 1915

"Education should lead the Māori lad to be a good farmer and the Māori girl to be a good farmer's wife."

Director of Education, 1931

Aotearoa New Zealand

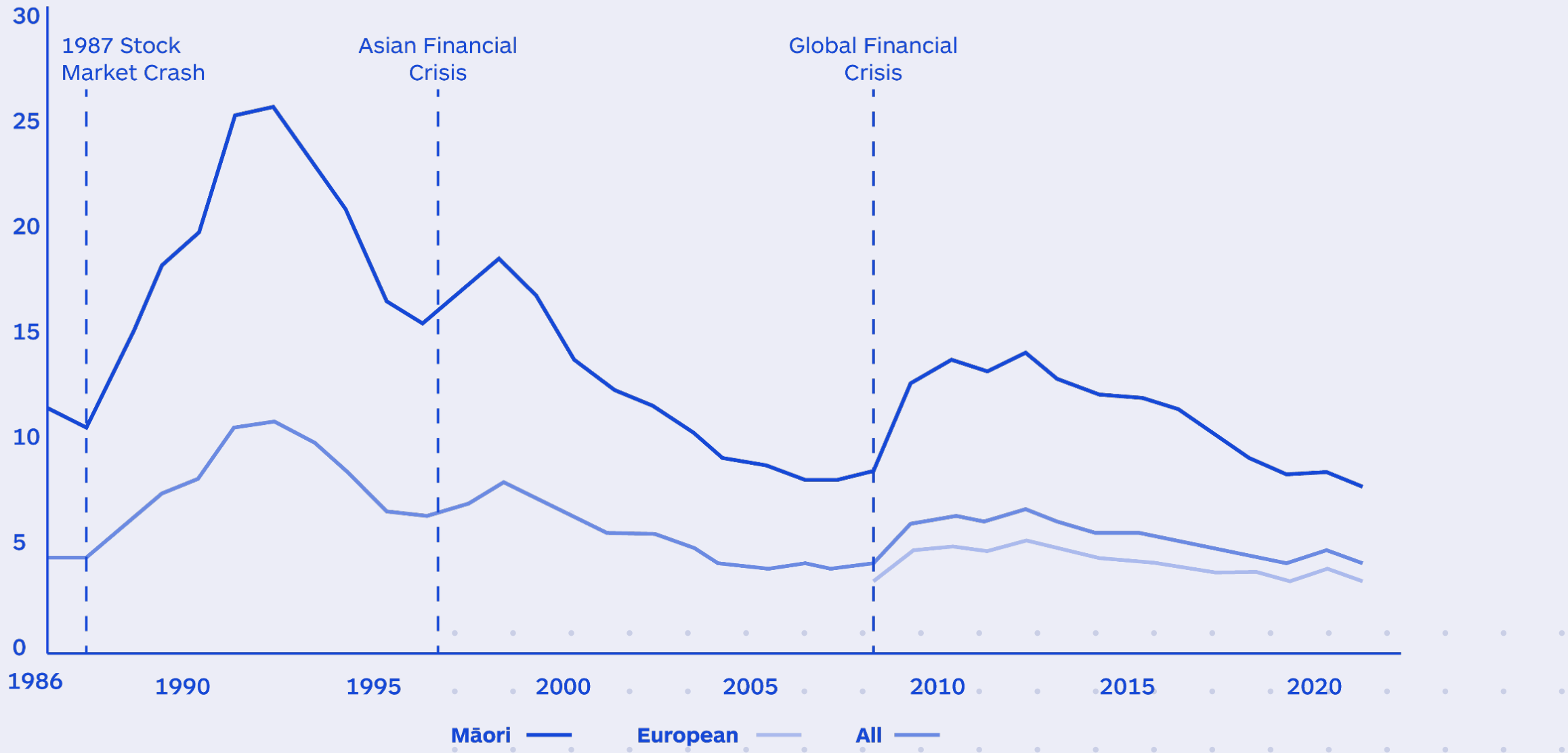
Population Growth 15+ Years of Age
2022 - 2040



- All 65+ years
- Non-Māori, 15-64 years
- Māori, 15-64 years

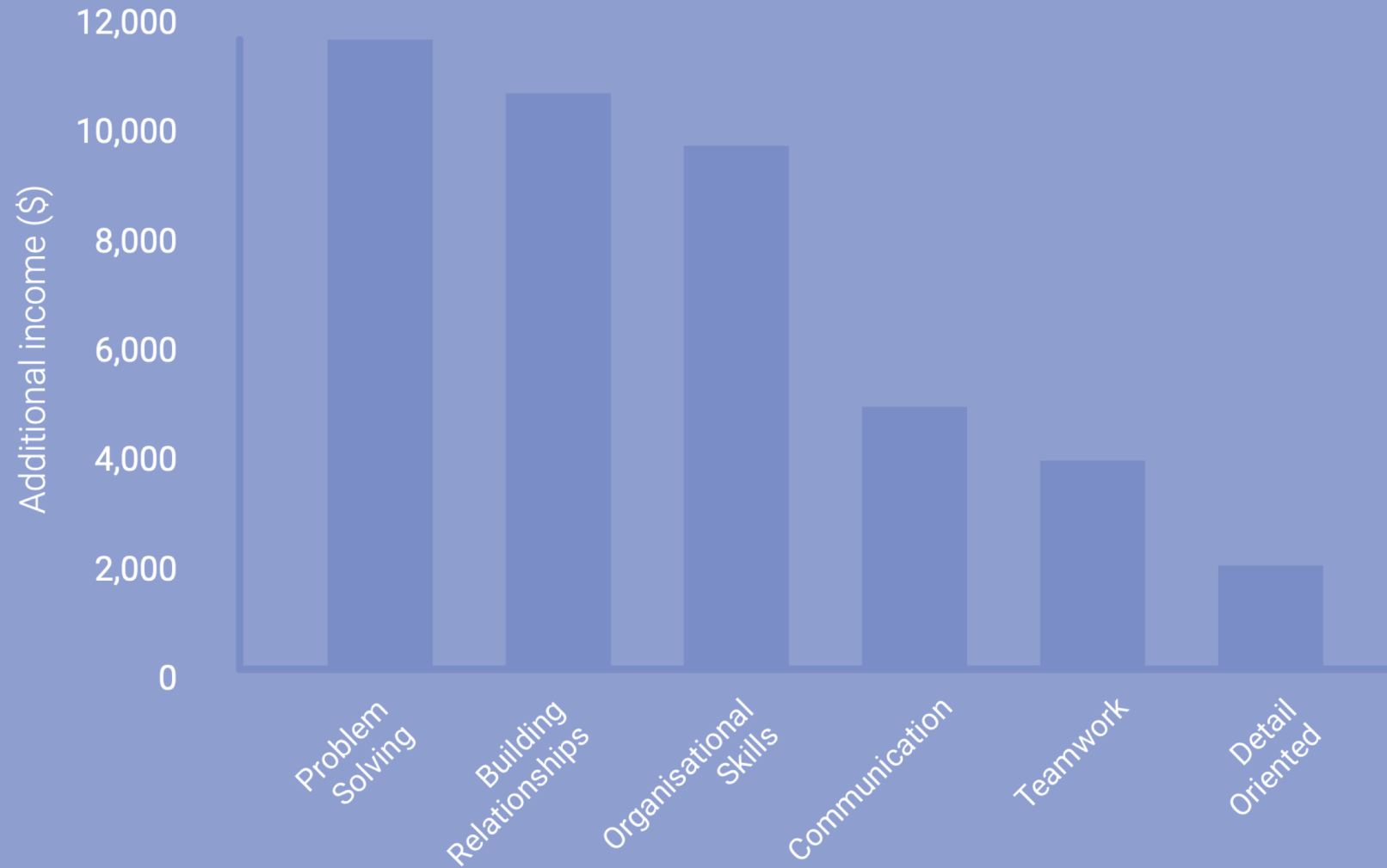
Aotearoa Unemployment Rate

by Māori, European, All
1986 - 2021





ADDITIONAL INCOME OF SKILLS IN EARLY-CAREER JOBS



MINDSET: QUAL = JOB

CURRENT STATE – PAE TATA

- One job for life
- Skills hierarchy
- Skills shortage
- Being 'educated'
- Value technical skills

= Limits Māori potential
and sustains
inequity

MINDSET: SKILLS CAREER

FUTURE STATE – PAE TAWHITI

- 18 jobs across 5 industries
- All skills have value
- On-the-job development
- Lifelong learning
- Skills bridging into higher pay brackets

= Removes barriers and
unlocks new
pathways

SKILLS CLUSTERS



TE WHARE RINGA RAUPĀ
Makers



TE WHARE MĀRAMATANGA
Informers



TE WHARE WHAKARITE
Organisers



TE WHARE MANAAKI
Engagers



TE WHARE TŪHONO
Technologists

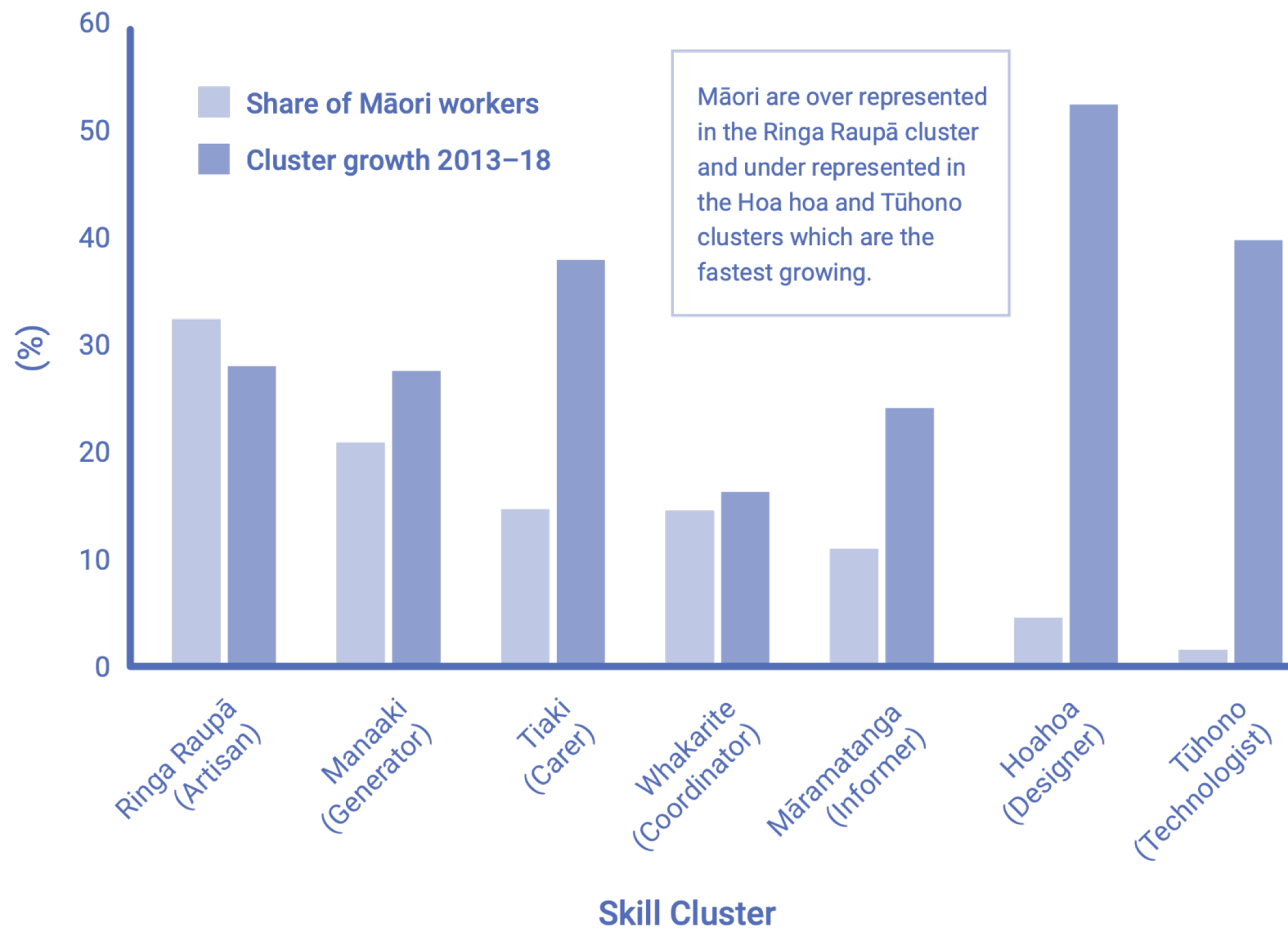


TE WHARE HOAHOA
Designers

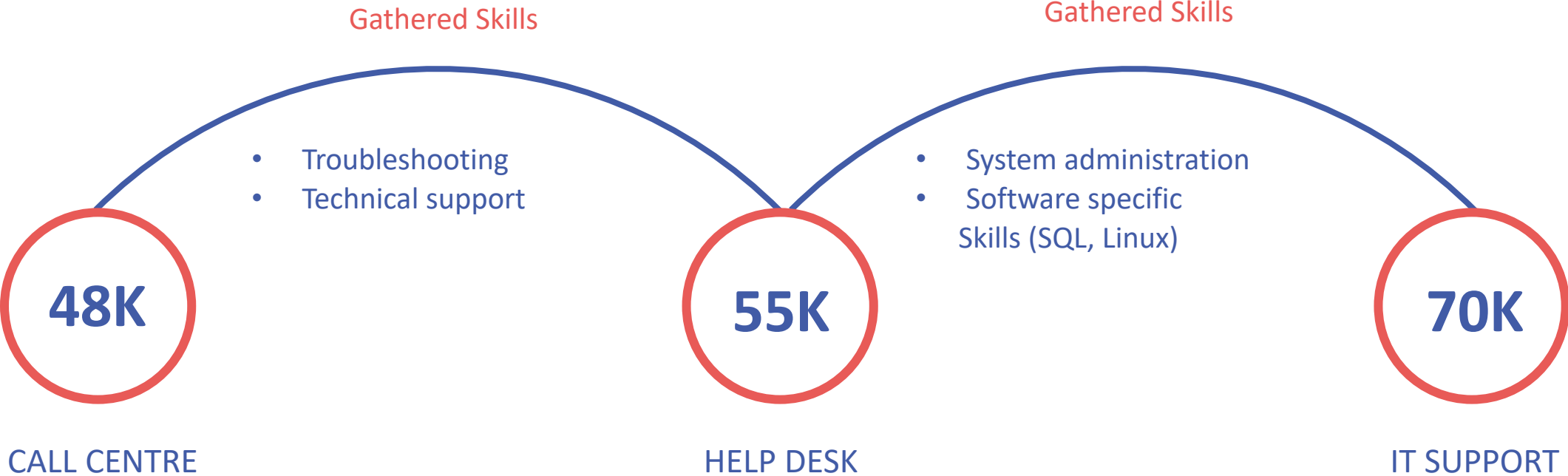


TE WHARE TIAKI
Carers

SHARE OF MĀORI WORKERS IN GROWTH CLUSTERS



SKILLS BRIDGING





Gathered Skills

- Communication
- Interpersonal Skills
- Phone Systems
- Customer Service





What does Aotearoa's Workforce look like in 2040?

What types of Skills will be valuable to Aotearoa's workforce in 2040?
What does Aotearoa's workforce mean for vocational education and skills training?

Ohu Ahumahi, Workforce Development Council have partnered with Tokona te Raki to start to envision Aotearoa's workforce in 2040 with a particular focus on the types of skills necessary to make the most of opportunities as they arise and navigate the anticipated impacts caused by the 3D's:

Digital Disruption, Disruptive Weather Events and Demographic Shift.



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70 mins to complete 2 activities :

**Possible impacts to the Future of Work and Skills - 15mins
&
The Alternative Futures for Whānau – 55mins**

Ringahora and Tokona te Raki whānau available to answer any questions.



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Share back – One sentence to sum up each alternative future and one word to sum up how everyone at your table is feeling about the future of Aotearoa's future workforce.

Next Steps – The project team will collate all the data from today to identify key themes and insights. These will be used to guide the development of recommendations for vocational education and skills training providers.

He pai te tirohanga ki ngā mahara mō ngā rā
pahemo, engari ka puta te māramatanga i runga i te
titiro whakamua.

Recollections of the past are fine to have but true
wisdom comes from being able to prepare
opportunities for the future.

