

Kawa | Foundation Principles

We are committed to working collectively to ensure that our workforce functions and duties give effect to Te Tiriti o Waitangi and support Māori Crown relations. We aim to do this by supporting the aspirations of Māori to fulfil present and future workforce development and talent needs. We will implement approaches that are sustainable and relevant to the future of both the Māori and wider Aotearoa economies.

Tikanga | Te Tiriti o Waitangi in Ohu Ahumahi

The Preamble

Preserves the authority of rangatira Māori and promises to maintain and strengthen relationships between Māori and the Crown.

Kāwanatanga | Governance

We establish Ohu Ahumahi functions and duties that honour Te Tiriti o Waitangi and support Māori Crown relations. Our processes, actions, decision-making and delivery are informed and shaped equally by Māori and non-Māori worldviews and perspectives. We work in partnership with tangata whenua.

Tino Rangatiratanga | Sovereignty

We recognise tangata whenua authority and autonomy. We take active steps to support tangata whenua-led processes, actions, and decision-making. We will ensure that the taonga of whānau, hapū, and iwi Māori including te reo, ngā tikanga and mātauranga Māori, are under their control.

Ōritetanga | Equitable outcomes for Māori

We work to ensure that Māori have equal rights, access, resources, opportunities, and outcomes as non-Māori. We undertake specific actions to ensure equitable opportunities and outcomes for tangata whenua.

Wairuatanga

We recognise wairuatanga is distinctive to Māori ways of being, doing, and knowing. We will ensure Māori are able to practise their expressions of wairuatanga.

Ritenga | Aspiration statements
In our functional areas, Te Tiriti excellence will look like:

Qualifications and Quality Assurance

Rangā ngā whenu onamata hei tohu anamata

Weaving the strands of the past to signpost the future.

Te Ao Māori is woven into our tohu to ensure they are future proof.

Strategy, Advice, Research, Insights and Data

Mā te kimi ka kite, mā te kite ka mōhio, mā te mōhio ka mārāma

*Seek and discover.
Discover and know.
Know and become enlightened.*

We develop and support meaningful insights that empower Māori. We build trusted and enabling connections with Māori communities, elevating their voice to contribute to solutions that reflect Māori aspirations and needs. We value and invest equitably in rangahau Māori focused on improving Māori success.

Engagement and Partnerships

E koekoe te kōkō, e ketekete te kākā, e kūkū te kererū

The tūi chatters, the parrot gabbles, the wood pigeon coos.

We use our established networks to operate together as advocates for Māori aspirations and connectors to other government agencies. We provide useful and relevant insights and data to iwi about the future of industry to enable Māori to thrive.

Industry

Tē tōia, tē haumatia

Nothing can be achieved without a plan, workforce, and a way of doing things.

The voice of Māori industry leaders is strongly reflected throughout our work programmes. We work with those who have experience and expertise on ways to boost Māori success, encouraging research and initiatives that will support Māori industry to flourish.

Leadership

Kia mōhio ki te tōtara kei roto i te purapura e kitea ai te tohu o te manu ariki whakatakapōkai

Leadership is seeing the totara in the seed.

Our culturally intelligent and responsive leaders use Māori subject matter expertise to advise and inform the strategy of the organisation. Our leadership has equitable representation of Māori and is focused on improving outcomes of Māori across the vocational education system.

People and Culture, Corporate services

Ko te amorangi ki mua, ko te hāpai ō ki muri

The leader at the front and the workers behind the scenes.

We recruit and provide for a Māori workforce with work practices, systems, and processes appropriate to Māori and to all. Kaimahi develop their cultural capability and embed Te Tiriti o Waitangi in their practice. All our corporate services reflect a Te Ao Māori perspective, and we prioritise tikanga and mātauranga in our work to support Ohu Ahumahi.

Āhuatanga | Functional area guidance

The āhuatanga is the functional guidance to enacting our kawa, tikanga, and ritenga. He Rau Ranga Tira document guides the approaches, activities, and expected results in giving effect to te Tiriti o Waitangi. Reflective practices, teamwork, and measures and indicators will guide us to continuous improvement.



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Ritenga | Aspiration Statements

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