

Mahinga Ki Tua o Rangi



Te Kaunihera Māori o Aotearoa
New Zealand Māori Council

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New Zealand Maori Council Policy Statement: The Future of Work



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W O R K**

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About the New Zealand Maori Council

The New Zealand Maori Council is one of the oldest of all Maori representative groups established through the Maori Community Development ACT (1962). In recent times Council has increased its focus on social challenges and issues that impact Maori and, as a result, its work programs have changed to developing idea and innovative ways of reducing barriers that might be in the way of our people progressing forward. In July of 2018 Council voted to establish eight new taskforces. One of these new taskforces is “Access to Industry and Employment” which is Chaired by the former Global Head of Drake International Matthew Tukaki, one of the worlds oldest and largest employment companies. Mr. Tukaki is also the Chair of the National Maori Authority, a member of the New Zealand Maori Council’s National Executive and Chairman of NewsNow. The terms of reference for the taskforce includes the following areas of work:

Employment

- New ways and means of further reducing long term unemployment amongst Maori
- Increasing the number of Maori moving into high skilled jobs and industries
- Increasing the number of Maori who are entering into a form of higher education
- Looking at ways and means of job and industry creation in complex, high need regional centres

Business and industry

- Increasing the number of small businesses that are owned, operated and managed by Maori
- Looking at better access through Government procurement
- Increasing access to finance for expansion
- Increasing the rates of financial literacy amongst Maori small business owners

Training and Education

- What does a more agile and fit for purpose education system look like in terms of the future economy and building the skills base to meet transitional needs and demands of the current workforce

This broad and brief policy statement is intended to merely set the scene and Council is more than prepared to expand on this document in greater detail if required or if this kaupapa is progressed. The document is based on consultation with Maori, Maori groups, communities and industry.

About this Policy Statement

A New Zealand Maori Council Policy Statement is intended to provide direction and narrative to the sixteen Districts of the New Zealand Maori Council when it comes to a specific kaupapa. The Statements also guide the National Executive of Council when advocating on behalf of a specific kaupapa while also providing the Crown and stakeholders with an insight into the position we may take. Each policy statement has been researched, socialized in the context of feedback and tested through surveys, desktop reviews of currently available literature and through feedback from within the Council.

Context and background

For many decades the largest per head of population consumer of the technical and vocational education sector has been Maori. From the birth of the old Maori Affairs Trade Trainee program through to the demand placed on regions when it comes to trades across the blue collar, industrial and primary industries sectors, Maori have been dominant. That said; Maori, in the main, have also been largely seen as part of the low wage side of the economy and have not always been given the opportunity (or invested into) to make the transition into skills and trades that are part of the high growth end of the economy where wages are higher. While trades skills have been in heavy demand many of these jobs face extinction due to the evolution of the economy and rapid innovation in technology and telecommunications; in other words, over the next decade, a great many traditional role types would have disappeared in favor of automation. It would, though, be wrong just to look at the impact of automation through a blue-collar lens because Maori are also occupants of the low wage growth side of the economy when it comes to the white-collar sector roles from administration and support through to call center work. In fact, it is estimated across the Western World that peoples of color are likely to be impacted more by automation than their non-color counterparts.

As global consulting firm McKinsey found when it came to African American workers:

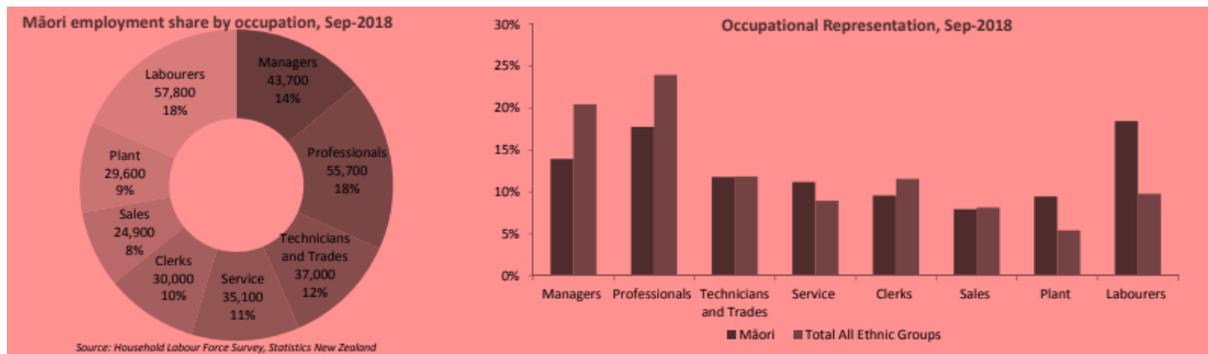
“African American workers appear especially vulnerable as automation starts to reshape jobs and activities in the United States. In fact, when we looked at nearly 2,000 different detailed activities in more than 800 occupations, we found that these workers are disproportionately concentrated in the kinds of support roles most likely to be affected.

As companies adapt and develop technology, it’s clear that they will be able to [automate a much higher percentage of the time spent on support roles](#) than the time spent on more directive ones.¹ And among the occupations we analyzed, African Americans held some 459,000 more jobs subject to automation than their overall numbers in the US population would predict. For example, African Americans are demographically overrepresented in the category of truck drivers to the tune of roughly 156,000 jobs; self-driving trucks therefore pose a disproportionate threat to their livelihood. Eventually, as many as 80 percent of a truck driver’s work hours could be automated—the field’s “automation potential”—raising the vulnerability of all 581,000 African Americans in that job class. By contrast, African Americans are underrepresented by around 100,000 employees among software developers, a field that has an automation potential of just 15 percent.”

The most recent Ministry of Business, Innovation and Employment “Maori in the Labour Market Report” indicated that:

“Gains in employment (up 13,400) coincided with 8,300 more Māori entering the labour force, and a fall in the unemployment rate to 9.1 per cent over the year. This increase in employment was driven by higher employment in the Health Care and Social Assistance, Wholesale & Retail and Manufacturing industries over the year. Employment rates were also up in most age groups, except Māori aged 45 to 55 years old, Māori continued to have an unemployment rate higher than the national average. Māori unemployment rate was 1.4pp higher than the rate for Pacific Peoples in the year to September 2018. Māori made up over a quarter (26.8 per cent or 31,800) of the total unemployment (118,600) in the year to September 2018. The proportion of young people who are not in employment, education or training (NEET) is used as an indicator of youth disengagement. In September 2018, there were about 134,900 Māori aged 15-24 years. Of these, about 23,600 people were NEET, a decrease from 26,500 from a year ago.

Among Māori aged 15-24 years, 14.3 per cent of males and 21.0 per cent of females were NEET in September 2018. Over the year, the NEET rate for females fell more sharply than the rate for males. Fewer Māori youth were NEET in September 2018 year. The NEET rate for Māori aged 15-19 years fell by 1.2 percentage points from 14.2 per cent in the year to September 2017 year to 13.0 per cent in the year to September 2018. The rate for Māori aged 20-24 years fell by 3.7 percentage points to 22.7 per cent in the year to September 2018. Overall, Māori have higher NEET rates than other ethnic groups. However, over the past three years, Māori who were NEET fell by 13.1 per cent from 27,200.”



While there was growth in the traditional sectors where Maori are more likely to be employed there was also little growth when it came to the future proofing industries that would Maori would need to cross skill into such as Digital and Online. Maori who are young are at risk of high rates of long-term unemployment and while the Government, through Minister for Employment Willie Jackson, are making some inroads, one of the biggest at-risk groups not being catered for are Maori males aged 45-55.

The reason this group is important because many have been in the trades sector for some years and cannot always last in those roles through to retirement. This is due mainly to the nature of the job and its physical requirements. This means, more of the cohort are not always able to find gainful employment post an incident, accident or plain over exertion.

Over many decades employment and training strategies developed by Government have mostly focused on an immediate problem related to high rates of unemployment or sector demand. In actual fact there has never been a much longer-term plan or strategy that has been developed around what the shape and future of work for Maori needs to look like and what needs to be invested in to achieve success. This document seeks to identify a series of ways and means to both begin the discussion, provide insights and ideas as well as move towards what it looks like to have a sustainable longer-term plan in place. In any event our goal should be a further lowering of the unemployment rates when it comes to Maori, future proofing the economy and driving up the rates of participation in the medium to highly skilled ends of the jobs market – thereby lifting wage growth and increasing rates of financial independence. Council very much sees both the reforms of the vocational and technical education as being aligned with the future of Maori employment and jobs.

Reforms to the technical and vocational education sector

The Government is currently proposing that consolidation in the Polytechnic sector should occur to create a more streamlined and efficient system of delivery. The older Equivalent Full Time Funding model is being challenged as not fit for purpose for today’s training environment as well as the idea that too many Polytechnics can sometimes mean a higher cost base and lower rates of quality investment. Thrown into this mix is whether the programs being delivered are enough to future proof the economy and whether the skills being taught will still be relevant in a decade’s time and

beyond. Running alongside this is the complexity of how the system has evolved over many decades. Currently the model is heavily regionalized and considers mainly jobs and employment demand in local areas with less focus necessarily on national or international demands. In addition to this campuses and operations provide a number of local jobs and also a supply chain of trainees to meet that local demand – all in all while it might be questioned that many Polytechnics do not future proof skills demand enough they are an integral part of a local or regional economy.

What does reform of the sector need to look like?

The future of Wananga

“We also need to have a discussion about Wananga being able to operate on the same level playing field as Universities – including accessing to a better funding model”

Wananga have become an important part of the Maori education experience and future. But, they currently do not operate on the same level playing field of the traditional university or polytechnic sector and, in order to future proof more Maori skills a great investment is required. (see internal paper one)

A new funding model

“The EFTS model of funding is more like a race to the bottom”

The current funding model is not fit for purpose for today New Zealand and does not always encourage quality standards, focus or delivery. The model of EFTS should be replaced and reflect more the demand of a particular skill, driving quality economies of scale and a greater yield in terms of tangible outcomes. (see internal paper two)

Maori Trade Trainees Version 2.0

“We want to see a revitalized Maori Trade Trainee Apprenticeship program”

Reform of the older Maori Trade Trainee Program to encompass digital skills and learning, online trades such as coding, social media and communications that do not require degree level qualifications and in line with future economic growth. This should be focussed around the need for more relevant and present skills to meet the demand of both the Maori economy from a business and social perspective. Top of mind should also be the development of skills related to digital media, broadcasting and being able to take advantage of new infrastructure developments using spectrum. (see internal paper three)

Securing the current workforce

“We are concerned for the future of a mainly Maori workforce in the regions when it comes to consolidation of the current model.”

Should consolidation occur a workforce plan built around transition needs to be put in place and the impact should be managed to ensure that the broader issue of unemployment as a result does not occur in large numbers. In reverse – thereby adversely impacting regional rates of unemployment. Importantly is uncertainty in the sector in terms of employment stability and security. (see internal paper four)

The reality of the current reform process is not enough has been done to capture the architecture of what wholesale systems reform needs to look like, how it could be funded, the delivery models involved and how this might look when it comes Maori development, education and economic self-sustainability.

Proposed employment work program and priority areas

In order to address these challenges, the New Zealand Maori Council is seeking to work with the Government and Agencies to develop workforce related plans and trial hubs in key locations around the country. Our proposal is straightforward:

1. **Priority: “Creating more opportunities for Maori in the digital, information technology and telecommunications sectors”** Develop a workforce plan to increase the number of Maori participating in the digital sector, information, technology and telecommunications sectors – this plan would then feed into both the skills needed and required, the opportunity to build employment as a pathway, increase the level of promotion in the early years of education and form key alliances and partnerships with the technology sector and companies to create a new national intern and graduate program. The workforce plan would be a roadmap of what we need to do and how to get there, the partnership framework would be to connect industry with job seekers and grow employment opportunities and the jobs strategy would be to set targets around the percentage increase in Maori participating in the digital, technology and telecommunications year on year for the next decade. In addition to this would be the build of a national mentoring program – of encouraging Maori already in the sector to join up to mentor young people coming through. This final part is utilizing the story telling technique to highlight case studies and use them to promote a career in the sector. Target areas for growth would also be in our regional centers given that many roles can be home based or online.
2. **Priority Two: “From the Marae to the Boardroom – developing a new generation of Maori leaders”** Develop a National Mentoring Framework that encourages and supports more Maori to move through the tiers of management and the executive and onwards through to the Board room. This could be done under the guise of a National Maori Executive Mentoring program – identifying those who are currently senior executive and board members to guide and develop the skill sets of younger people coming through.
3. **Priority Three: “Steps to freedom – using employment to reduce reoffending”**. The development of a national program that builds a prerelease and post release support system for prisoners. Built off the back the Transition to Work and Employment Service (TWES) in the Australian prison system focused on Indigenous prisoners the program would mentor Maori inside, prepare them for life post release, complete the paperwork for things such as the opening of a bank account and IRD numbers etc. while also complete resumes and beginning to focus on the job search. Once the prisoner is released into the community the mentors work alongside the job seeker to place them into employment and work through issues related to release. The key to the program is to reduce re-offending and increase employment participation rates. Another aspect of the program is upskilling or reskill prisoners into a trade to increase the chances of placement on release and building a national employment partnership with employer groups, Iwi and Hapu
4. **Priority: “Supporting our mums into work”** develop a program specifically for mothers and sole parents returning to work. One of things that is often forgotten is how skills used while staying at home can be cross purposed and made meaningful in the workplace. For example,

stay at home parents are good at management the household budget, are often the keepers of peace and have time management down to a perfect art when it comes to the school drop off and pick up. Making these acquired skills meaningful in the job search is key to success. Supported by a mentoring network of working mothers to both inspire them and provide focus. Evidence also tells us that return work mothers often find employment directly through a wahine mentoring network.

5. **Priority: “Maori in their middle to latter years” A tailored national workforce development plan:** as outlined in this document Maori in their middle years, both male and female, are at risk. Therefore, the development of a structured, region by region, workforce transition plan will be so important. Looking at divestment of skills towards learning of new skills and trades, soft and technical skills and movement into more community and social service type work where there is currently high demand. Careers as care support workers, community development officers and more.

What is the first step?

The development of a national workforce development strategy for Maori that includes pathways to employment, reimagining the concept of lifelong learning and looking at the growth of future industries that accommodate a high wage, medium to high skills growth sectors. New Zealand Maori Council will be working on the development of such a strategy and working with the Crown on reforms, work programs and medium to long term approaches.

Closing statement

The New Zealand Maori Council is not a front-line service provider – instead we are a strong advocate for the affairs of Maori. Our role, under the Maori Community Development Act (1962) is to represent those views to the benefit of all Maori, wherever they may be. In today’s world it is also to ensure that our people can thrive, to live long and healthy lives, to be active participants in the Te Ao Maori world and have every chance and opportunity of success. Our role is also to support Maori organisations whether they be tribal, Iwi or Hapu related, Maori small business, Maori industry and Maori service providers.

Data sources

- The New Zealand Ministry of Health
- The Ministry of Maori Development, Te Puni Kokiri
- Statistics New Zealand
- The New Zealand Human Rights Commission
- The World Health Organisation