



Rangatahi

TE TOI URU ORA

Maori Mentoring Programme

Whakapono ki Te Angitu



Overview

- Background to the Rangatahi Programme
- Achievements to date
- Key learnings
- Where to from here?

Background

- Based on best available evidence
- Pipeline approach
- Partnership between DHB and community-based Trust



What is working?

“The most effective programmes have been the mentoring and transitioning programmes.

These programmes seek to overcome systemic barriers to higher education and target student’s attitudes towards education and perceived opportunities”

Health Workforce Advisory Committee
& Royal Society of NZ Symposium (2005)

The Six Working Principles of Kaupapa Maori

- **Tino Rangatiratanga**
relative autonomy principle
- **Taonga tuku iho**
cultural aspirations principle
- **Ako Maori**
reciprocal learning
- **Whanau**
extended structure principle
- **Kaupapa**
philosophical principle
- **Kia piki ake i nga raruraru o te kainga**
mediate socio economic barriers

“Kaupapa Maori weaves in and out of Maori cultural beliefs and values, Western forms of education, Maori aspirations and socioeconomic needs and Western economies and global politics”

(Smith, 1999)

Objectives

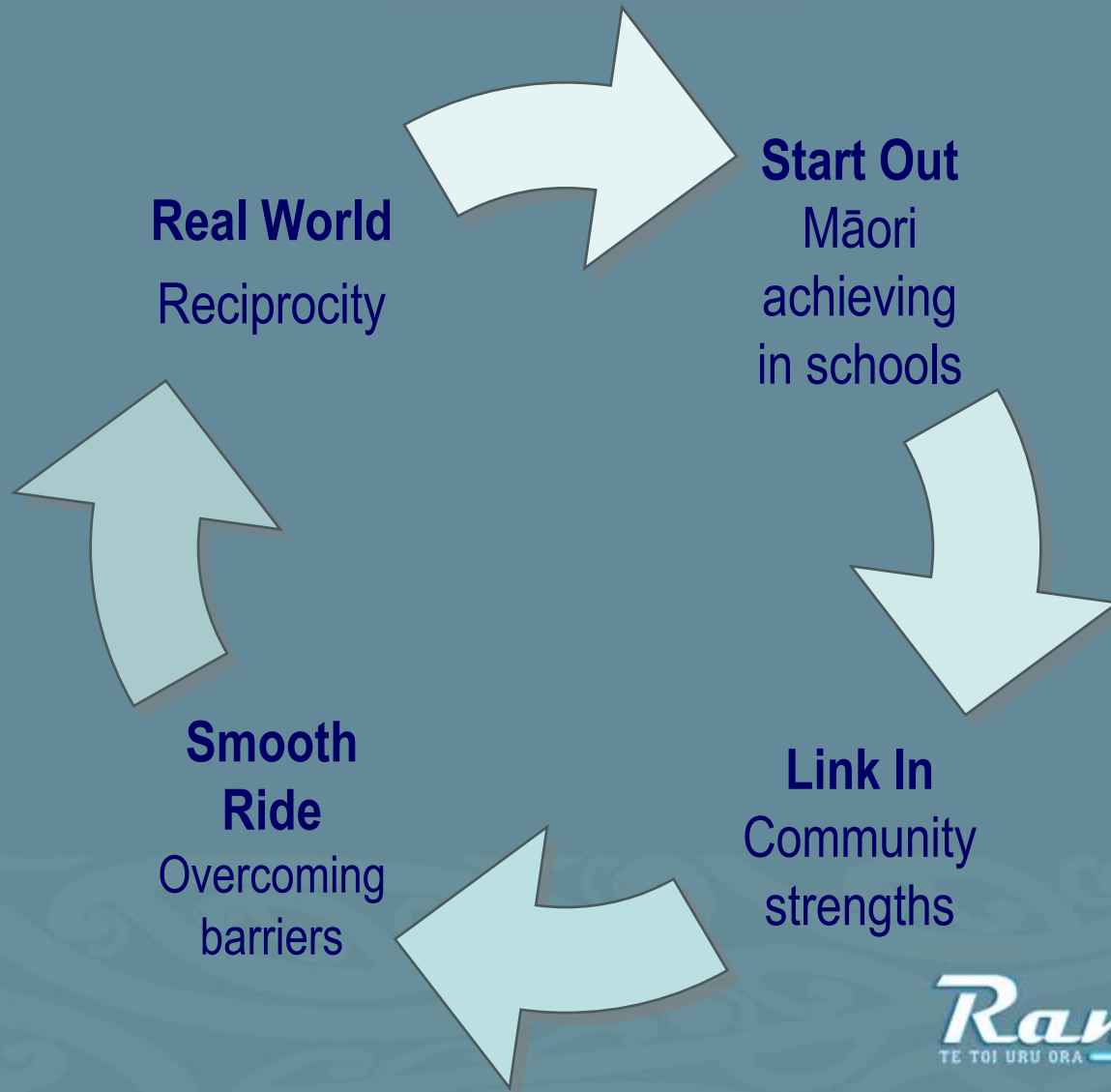
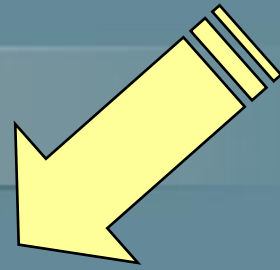
- Improve readiness and uptake of health careers by Maori secondary school students
- Support student to access & completion of tertiary education
- Establish effective & sustainable relationships
- Work with all tertiary providers



The Programme Principles

- Rangatahi-centred approach
- Evidence-based
- Partnership approach not a 'visiting' model
- Academic focus
- Pastoral support – 'shared care' & early intervention
- Clinical placements - Maori clinical mentors
- Promote early introduction to the clinical environment
- Employment
- Monitoring & evaluation
- Policy development
- Market & promote health careers
- Scholarships

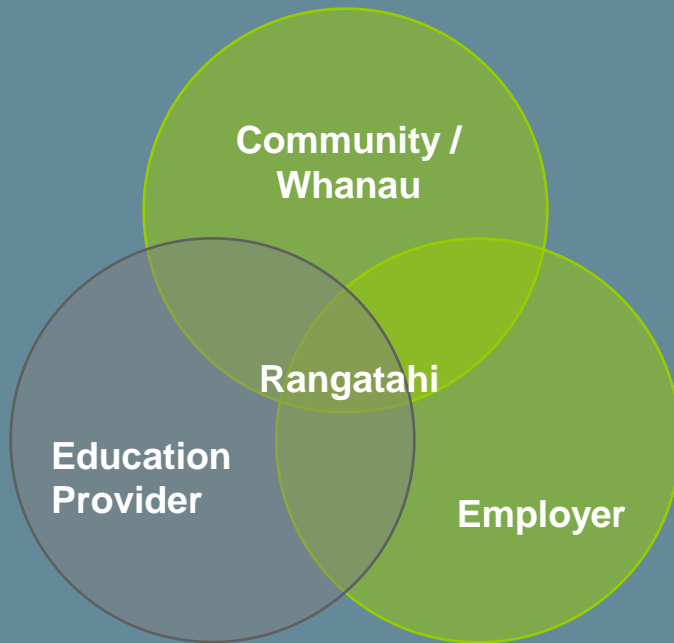
Pilot Model



Programme Components

- Community-based Mentoring Programme
 - Recruitment
 - Career planning
 - Academic completion
 - Healthy lifestyle
- ADHB Workplace Transition Programme
 - Introduction Day
 - Workplace Exposure Week
 - Employment

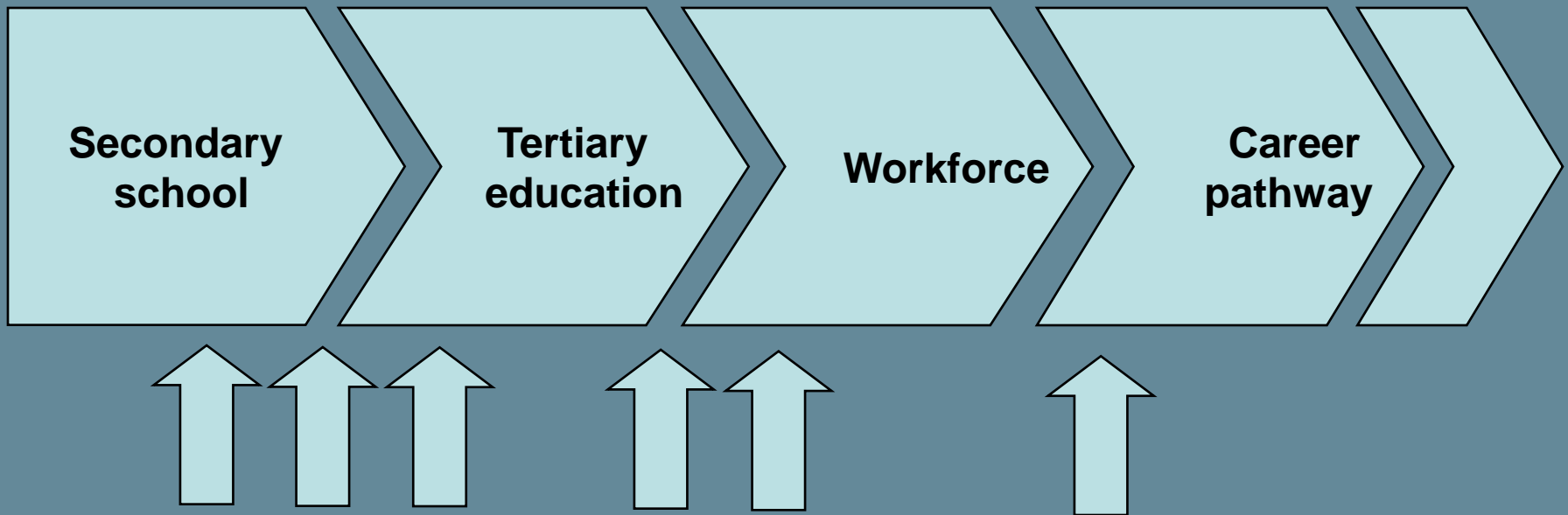
Collaborative Education Model



Rangatahi-centred approach

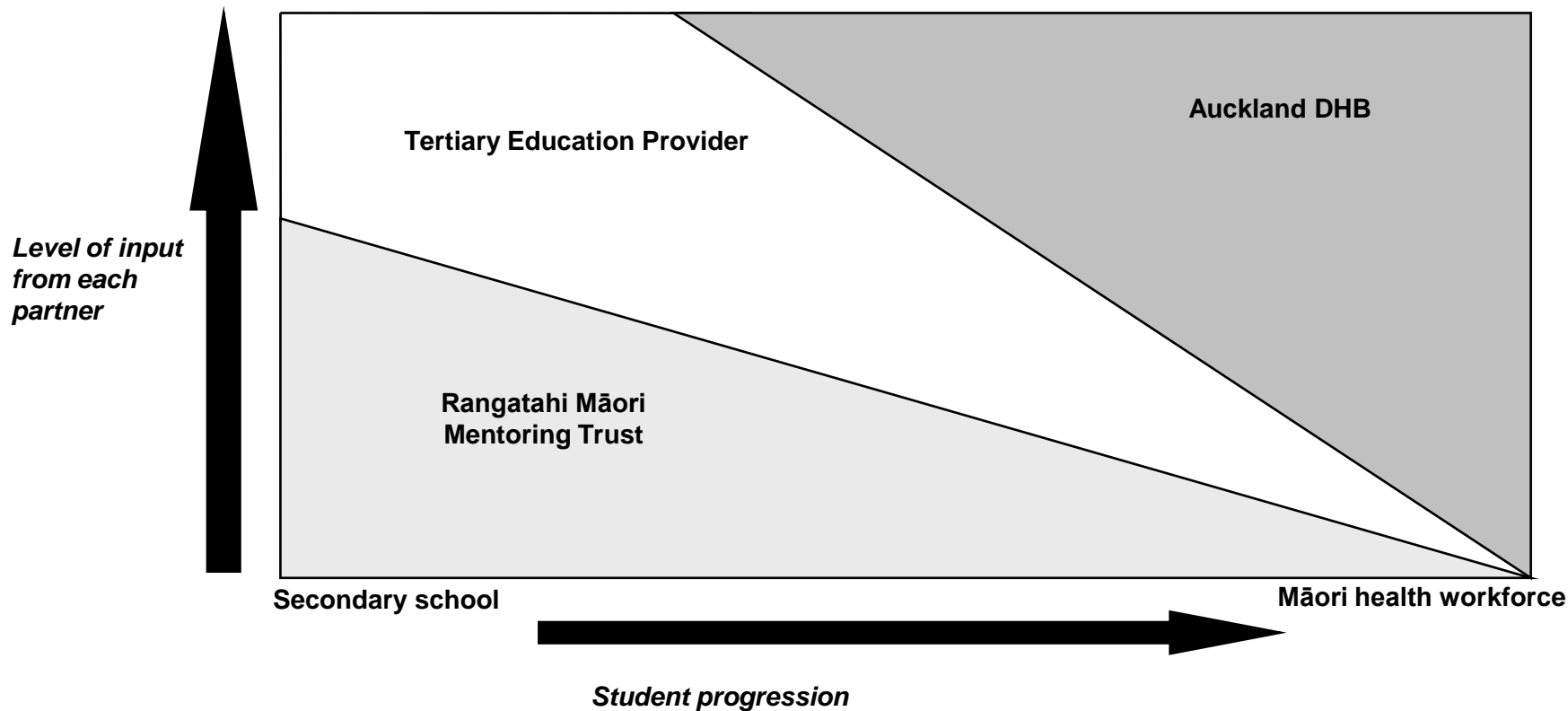


Pipeline Model



Recruitment & retention intervention points

Level of input from each partner to progress along the pathway

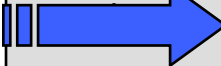
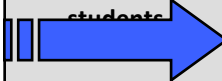
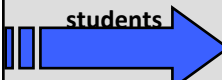
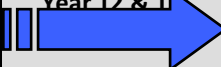


2009....

- 62 Rangatahi in the programme
- 43 enrolled in tertiary studies
- 19 Enrolled in secondary school
- Current recruitment underway 14
- Graduate Employment forecast for 2010



Rangatahi Programme forecasting

Year	2006	2007	2008	2009	2010	2011	2012
			Year 10 – 11 students Promote health careers	Recruit Year 12 & 13 	1 st year University n=10	2 nd year University n=10	3 rd year University n=10
		Year 10 – 11 students Promote health careers	Recruit Year 12 & 13 students 	1 st year University n=10	2 nd year University n=10	3 rd year University n=10	Graduate n=10
	Year 10 – 11 students Promote health careers	Recruit Year 12 & 13 students 	1 st year University n=10	2 nd year University n=10	3 rd year University n=10	Graduate n=9	
	Recruit Year 12 & 13 	1 st year University n=10	2 nd year University n=10	3 rd year University n=10	Graduate n=7		
Number of Yr 12 & 13 students	12	20	30	40	40	40	40
Number of tertiary students	-	10	20	30	30	30	30
Number of graduates	-	-	-	-	10	10	10

Key learnings

- Community / whanau
- Education providers
- Employer

Where to from here?

- Student completion
- Database
- Expansion
- Sustainability
- Share learning model
- Marketing & promotion
- Evaluation
- Programme improvement

