

Pūtake Nui

Rangatahi Potential

*How all of us, together,
are going to make changes that
work for rangatahi in Rotorua*

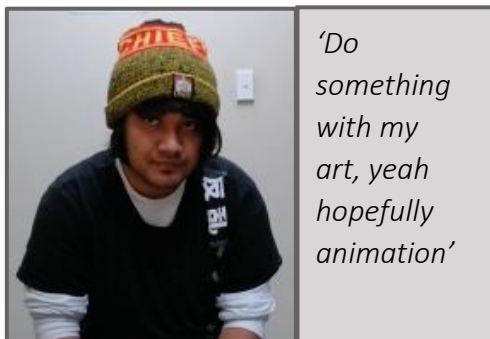
*Kia whakamanawanui te Pūtake-nui hei whakatupungia
te oranga ou tamariki mokopuna rangatahi maa.*

*Be resolute and unwavering in our commitment to the wellbeing of young children,
young people, to grow their potential.*

Pūtake Nui is initiated from the Rotorua Working Together Forum - a forum of local and central government, social sector initiatives and community.

Rangatahi perspectives

My Aspirations



What 'being on a positive pathway' means to me

*'...on the path to glory as well as success, going from 0 to 100 real quick'
'Surrounding yourself with people with the same goals and aspirations'
'Doing what you dream of'*

What's working to keep me going to my course

*'We all look after one another'
'Providing me with options for employment'
'Supportive help which helps me keep motivated'
'I love my classmates, other students and staff'*

Something I don't enjoy about school

*'Study is one. But it's the feeling of utter aloneness and being ignored like your life is meaningless'
'I don't like that at school you don't have many experienced teachers who can guide you into the career you want'*

If I was the boss, how I would make school a great place for everyone is...

*'I would make it feel like home for the students'
'Everyone has the SAME opportunities
'Treated equally' and 'Listen to students'
'I learn as an individual not as a classroom'
'Everybody is unique and not everyone fits into the 'box'*

'Don't judge me by the chapter you walked in on'

Other perspectives

Organisation



Mala Grant, Te Arawa Whānau Ora

‘Pūtake Nui is a coming together of all the support structures so that we can better engage and support and strengthen our rangatahi in our community...

Our sphere of influence at work is that we can change the way that rangatahi are greeted at the front desk so it is much more welcoming.

We can change the way we employ rangatahi to roles in the organisation to make sure they always have a way forward and a clear career development path because this is not just about rangatahi coming in and answering phones, it’s about ultimately you coming in and taking my job.

That’s the future of Rotorua. That’s the future of whānau.’

Employer

‘Take the chance.

Young people need the experience to build a career.

We all have to start somewhere, so I think give them the opportunity to let them learn and grow and teach them the skills that you need to have from your employees and the attributes you are looking for.’

Schools and other stakeholders

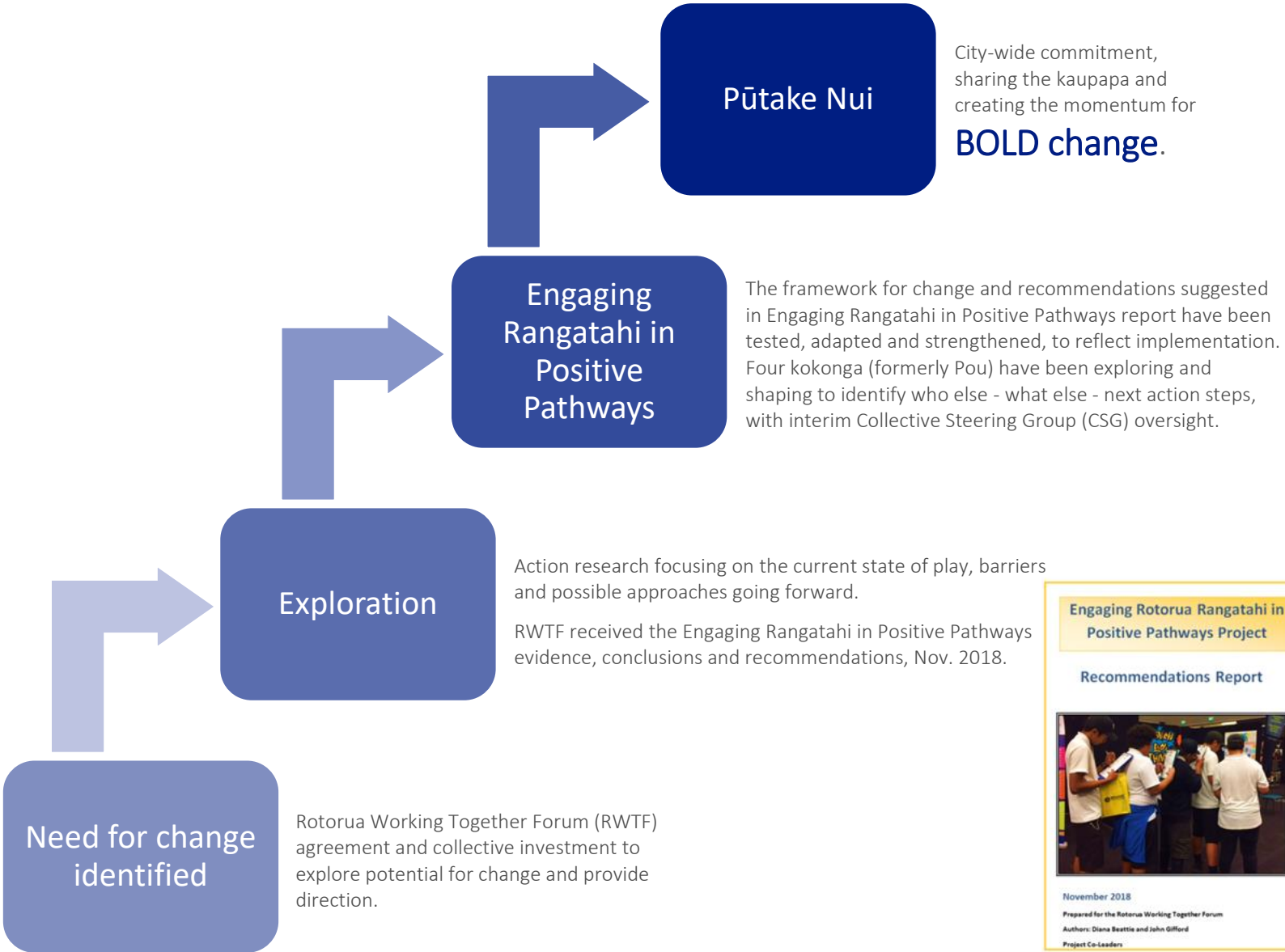
‘Forming the habit of going to school is significant: right from early childhood’

‘Hooking young Māori children into schooling is something we’re not doing well’

‘High schools will say they’ve got no non-attenders, although that doesn’t reflect the reality’

‘The rigidity of education at secondary, which does not align well to fitting individuals’ aspirations: “is a nut that needs cracking.’

Haeranga: The Pūtake Nui Journey



The Need for Change

41% children aren't regularly attending school every day.

The trend is for younger children to stop attending regularly.

Rotorua school roll is 13,600 with 55% being Māori.

Identity and connection are at the heart of wellbeing – too many young people **don't have that feeling**.

Many rangatahi have **no clear aspirations** for their lives and careers.

Of our 10,000 18 - 24 year olds, **1,000 are not earning or learning**

Increasing demands for youth mental health and addiction services.

Pūtake Nui: structure and process

Rotorua's Pūtake Nui approach reflects the structure of a whare tipuna. The parts of the building work together to create a strong whare.

Tāhuhu

The tāhuhu (ridge beam) represents the backbone of an ancestor.

Representing what we can create, the dreams and aspirations.

Poutokomanawa

The poutokomanawa of an ancestral house-meeting house is the heartbeat, the potential.

What we all do together to enable rangatahi to reach their potential using a youth centric, strength-based approach; advocating and engaging change in our systems and practice, having identity and culture flow through.

Kokonga

Each of the 4 Kokonga (corner posts) will work together as ONE.

The Kokonga of Pūtake Nui are:

- Act Early, Act Together
- Rangatahi Wellbeing
- Rangatahi Centric Approach
- Rangatahi with Aspirations

People and organisations come together in the Kokonga that is relevant for them, to work together for change.

Heke

The heke (rafters) reflect the ribs of an ancestor, as the ribs protect vital organs.

Pūtake Nui's heke are the Collective Steering Group (CSG)

- A stewardship arrangement, providing an element of protection for the mahi carried out and building capacity to collaborate.
- CSG may challenge, and enable change, by using their influence and authority.
- Trouble shooting role to help 'get unstuck' or bring new ideas, unlock resources, and bring high leverage activities alongside.
- Increase collective ability to tackle the more complex issues.
- Measure our collective impact and mechanisms that work.
- Timely nudges to sustain the process – inspire, role model, and create an environment for change.
- Movement building – open people's hearts and minds to collectively reform and transform systems.
- It is important to make sure that **the right people are in the room at the right time**. This may mean up to 20 people sit on the CSG at any one time. Membership may change over time depending on what is required.
- Representation would be diverse and mandated from - multiple rangatahi/rangatahi voices, hapū/iwi, community, government agencies, business/industry, Kāhui Ako, tertiary sector and each of the four kokonga.

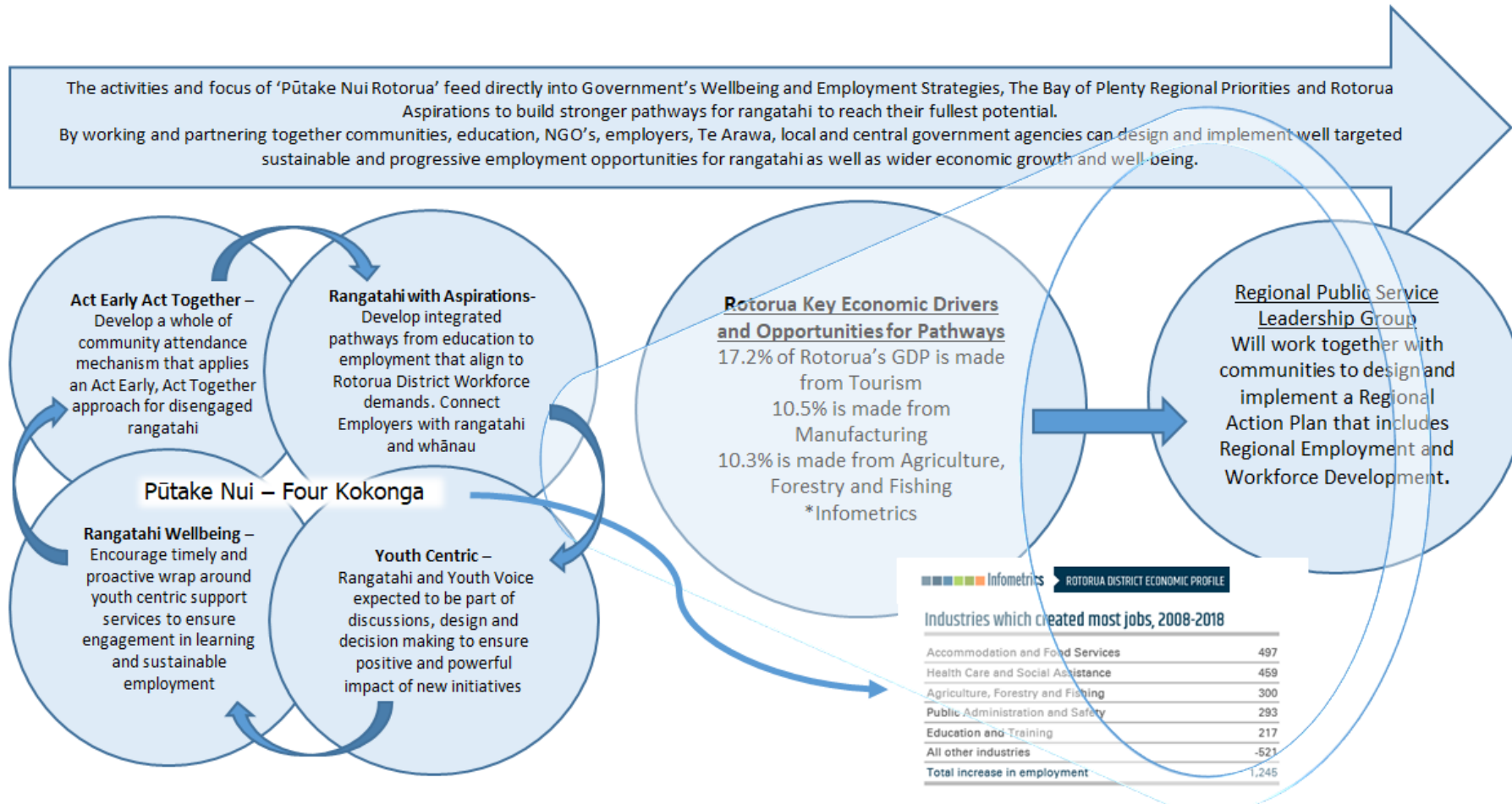
Pūtake Nui Rotorua: Alignment with current Government Strategies

“This Action Plan Sets out the actions that government agencies are committed to undertaking, together with community partners, to build on and improve the pipeline of support we have in place to:

- Prevent young people from falling into unemployment and/or nonparticipation in education or training and put in place the building blocks for success
- Support young people to make informed choices and good transitions in a complex environment
- Ensure young people have employment opportunities and access to the support they need to overcome barriers and get back on track

This government is committed to ensuring initiatives are well targeted to meet people’s needs and builds resilience in the locations where they are needed. This includes taking a whanau centred approach that is culturally grounded, holistic and focused on improving the wellbeing of whānau and addressing individual needs within a whānau context.”

From ‘Our Youth Employment Action Plan’, 2019



Some contributing work so far

Significant change is needed to support our rangatahi.

Work is taking place towards making this change and connections are being made across community all contributing towards rangatahi positive outcomes. Highlighted below are a few of the *potential outcomes*, with some *examples* of connected contributing activity underway.

Rangatahi get the support they need, when they need it, to help them be engaged

Act Early, Act Together Kokonga

Rotorua Central Kāhui Ako

Attendance Project

An example of school engagement of rangatahi

One key goal of reducing early disengagement from school. Involving a collaborative model of practice encompassing community of schools, wider community and MOE.



Shared data and information has led to the early identification of students at risk of disengaging. In turn this has led to the development of collaborative plans of support, removing barriers to attendance and building strong whanau relationships. Initial data shows significant improvements in attendance for those students identified and supported.

Plans are underway to scale the model up and across other Kāhui Ako in Rotorua

Virtual Youth Team

An example of a tool for acting together

This Pilot Project has customised an existing IT digital platform to connect and exchange information between a young person and the agencies/community organisations who support them achieve their goals and aspirational plans.

The aim is to provide efficient, effective and coordinated support that responds to unmet needs. 'Real-time' communication occurs across service providers; it's fully transparent to young people with them in the driver's seat to develop a 'multi-agency plan' with clear goals and objectives that meets their needs.

Attendance Quick Guide

An example of increasing awareness about services and support

One Page Guide for Schools and Support Agencies with contact details. Processes are clearly mapped out.

The Principals Association of Rotorua and Attendance Advisors have committed to following this.

There process makes wider use of community support and wrap around for those with attendance challenges.

	PARENTS & WHANAU	SCHOOL	ATTENDANCE SERVICE	SUPPORT SERVICE AGENCIES
Responsibilities	Parents are responsible for the home care and welfare of their child. They provide the environment for their child's development.	Schools are responsible for providing education and are required to provide the support that is to be expected. They are responsible for ensuring that all students have the opportunity to succeed in their learning.	The attendance service is an additional service provided to schools to assist in managing the problem. They are charged with coordinating the use of the service to ensure that the support for individual students is targeted and effective. They are also responsible for reporting attendance information to the Ministry of Education.	Support service agencies are responsible for providing specialist services to schools and students. They are required to provide the support that is to be expected. They are also responsible for ensuring that all students have the opportunity to succeed in their learning.
Day 1 of absence	Parents should be notified of their child's absence.	If the parent has no contact with the school after a school day, the school should contact the parent.	The attendance service should be notified of the absence.	Support service agencies should be notified of the absence.
Day 2 or 3 of absence (pattern of absence)	Parents should be notified of their child's absence.	The school should contact the parent to discuss the absence.	The attendance service should be notified of the absence.	Support service agencies should be notified of the absence.
Persistent unexplained absence	Parents should be notified of their child's absence.	The school should contact the parent to discuss the absence.	The attendance service should be notified of the absence.	Support service agencies should be notified of the absence.

ATTENDANCE = ACHIEVEMENT! Being at school every day directly impacts student achievement. The Education Act 1989 requires that parents **ensure** their children at school and ensure they attend unless there is a justified reason for their absence. Schools (boards, principals and individual teachers), along with parents and guardians are responsible for making sure students attend.

ATTENDANCE ADVISORS The Ministry of Education provides for all State and State integrated schools to have access to an attendance advisor for support. Note that Attendance advisors can only accept referrals from schools. For a list of Attendance Advisors based in Rotorua, please refer to the following page.

Rangatahi grow up with aspirations for their lives

Rangatahi with Aspirations Kokonga

Rotorua YouthHub

An example of an integrated vocational pathway

Rotorua Youth Centre's YouthHub captures their social record and contribute to their community.

A team of Youth Navigators connect young people with support services to promote general health and well-being and through a strength-based youth transitions approach, connecting them to pathway opportunities and possibilities.

A Partnerships Broker works alongside local employers to create youth friendly workplaces with long term benefits, sustainable/living wage, personal development, training and more.

Building on the strengths of young people, this eco-system approach aims to address the issues of youth unemployment and create sustainable youth employment pathways and opportunities.



Student succeeds in Employer Speed Dates

Licence to Work

An example of an integrated vocational pathway

A cross-sector, business-led initiative, designed to respond to business concerns that youth may not be developing the soft skills needed to succeed in the workplace.

This is a proven solution that is practical and hands-on, allowing young people to make their own choices and decisions and to be actively involved in their own upskilling.

Te Waiariki Pūrea Trust aims to include Licence to Work in its activities, wrap-around services, voluntary/community work, work experience and assessments.

Rangatahi can flourish in all aspects of their lives

Rangatahi Wellbeing Kokonga

This Kokonga is currently identifying the alignment of the various Rotorua strategies that relate to rangatahi wellbeing, and are exploring the possibility of a joined-up response to preventative/early intervention wellbeing services.

An example of a Wellbeing outcome:

Whānau, community, schools, services, and employers have the capability to respond tools to respond to mental health needs.



Rangatahi wellbeing - in tune with nature

Rangatahi involved in all things rangatahi

Rangatahi-centric Kokonga

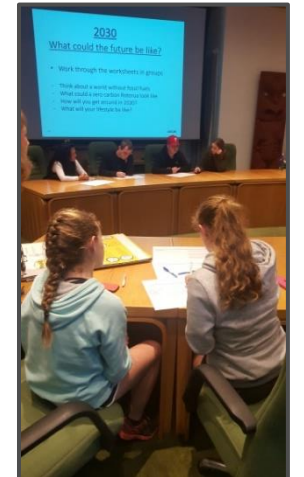
An example of youth voices being captured and having influence

Rotorua Lakes Council (RLC) recognises the importance of capturing and responding to rangatahi voice.

Currently Council is exploring how it can partner with others to collectively develop an approach for hearing what is important to rangatahi.

A diverse range of rangatahi will be part of the development process.

Climate Change Workshop hosted by Rotorua Lakes Council



Te Pūtake Nui: Kawa me ona Tikanga

How we behave to achieve the potential

Te Kupu Whakarite

Te Tatau Pounamu – The Greenstone Door.
The doorway ‘together collectively nourishing and nurturing a whānau ora environment’
Rotorua, a safe fun place for all, especially our children, and our young people.

Whakawhanaungatanga

Kawa To build strong trusting relationships.
Tikanga *By committing to building relationships that are honest, friendly, safe, caring, respectful and empathetic by committing to sharing resources such as expertise, strategies and knowledge, etc. With ‘Te Pukenga Koeke of Te Arawa’ as a special partner to the future.*

Whakapapa

Kawa To build a strong, together Rotorua, committed to people’s wellbeing
Tikanga Pūtake Nui systems approach focuses on:

- People first - ‘He Tangata he tangata.’
- Togetherness - ‘kotahitanga’
- Potential - ‘pūtake nui’
- Te Arawa ideology - ‘kaupapa nui’
- Kindness of care - ‘tiakitanga’
- Inclusiveness - ‘manaakitanga’

Wairuatanga

Kawa To be guided by recognising all people’s uniqueness i.e. cultural identity, intelligence, and spirituality
Tikanga Pūtake Nui regularly evaluates, reviews, and upgrades all:

- Relationships
- Approaches
- Strategies

Manaakitanga

Kawa To encourage and enhance people’s mana inclusive of their identity, language, culture, wellness, whānau connectivity, and authenticity ‘ahakoa te aha’.
Tikanga Pūtake Nui is genuine in committing to a ‘manaaki’ culture, enabling people’s wellbeing and respecting organisations’ ‘mana motuhake’ - independence.

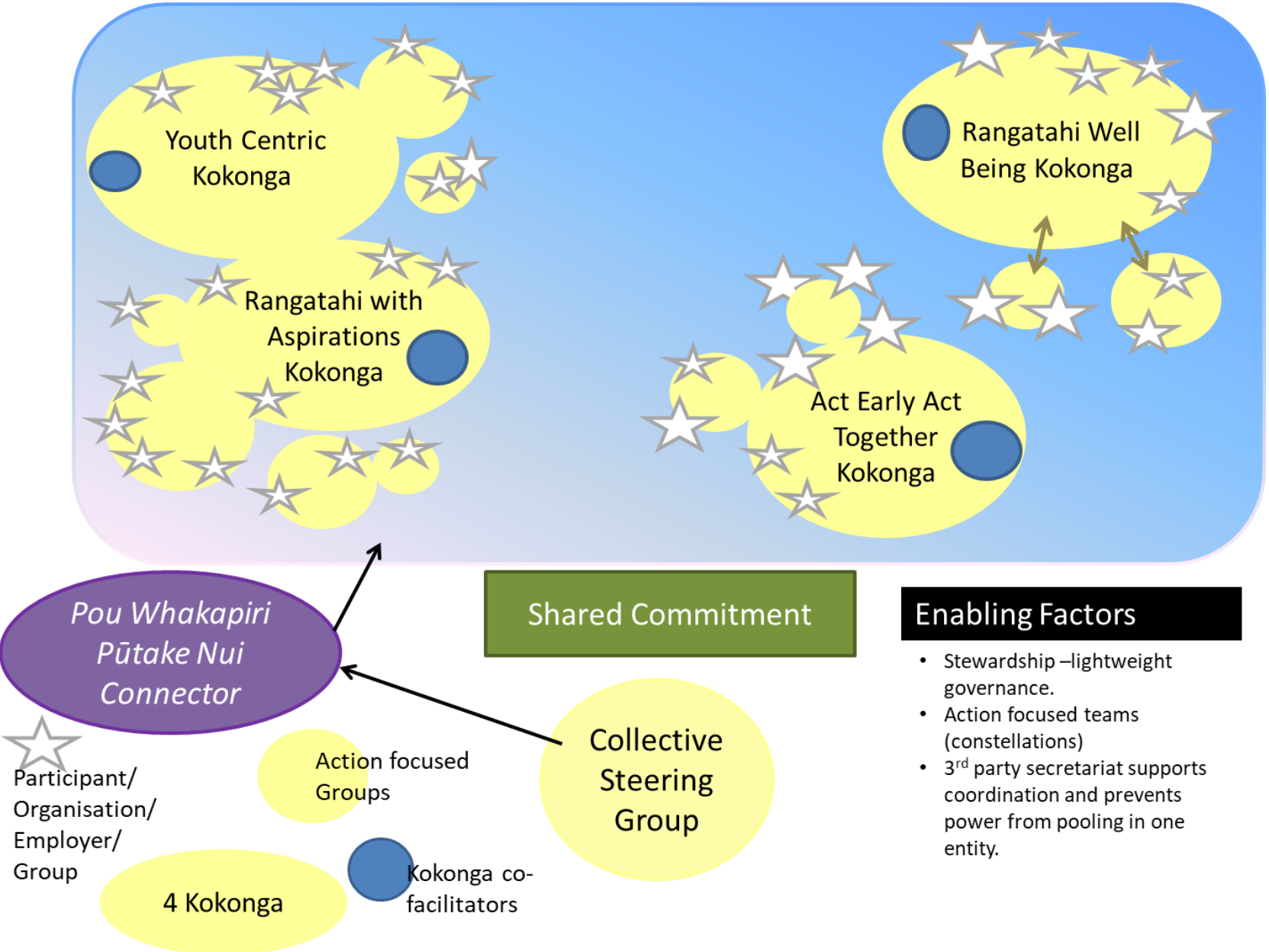
“**Kawa** comes from our guiding principles laid down by creation.

Tikanga is how you do things.”

“Pūtake Nui – is potential. The root of anything we do is potential.

This is a question we need to ask ourself all the time: why do I do what I do? In systems: why do I do what I do? For the Ministry of Social Development: why do I do what I do? For the Ministry of Education: why do I do what I do?”

Pūtake Nui: Operational Structure Diagram



Glossary of Māori Terms

Māori	English [Ngāti Uenukukōpako and Ngāti Te Roro Rangī]	Papatūānuku	Earth mother: to nourish and nurture.
Atu	A child: of Papatuanuku and Ranginui, e.g. Tane, father of the forest life; Tangaroa, father of the water life; Rongo, father of cultivated foods; Tawhirimatea, father of the winds; Haumietiketike, father of the root life; and Ruamoko, father of solid minerals and mineraloids.	Rāhui	Natural environment temporary prohibition: to ensure that the life force within, can recover from spiritual or physical pollution.
Hapū	A tribe: group of whānau whom are bound by blood ties, come together under an ancestral name to collectivise their co-operation and collaboration in working together for the wellness of their whenua and whānau.	Ranginui	Earth Father: to nourish to nurture.
Harakeke	A grandchild/flax: of Ranginui and Papatuanuku, an indicator of whānau resilience.	Rangatiratanga	Chieftainship: leadership, authority, given by the whānau, hapū to weave/co-ordinate wellness using their own tikanga.
Iwi	A tribe: group of hapū, whom come together under an ancestral name to strengthen their political leverage in the wellness of their whenua and whānau.	Rangatahi	Young, new: to weave together to create something new that increases the wellness of people especially young people.
Kaitiaki	A guardian: responsible in sharing the knowledge and skills required to nurture the care and wellness of Papatuanuku, and her children/natural environment.	Raupō	A grandchild of Ranginui and Papatuanuku: indicator of wellbeing.
Mahinga Kai	To cultivate, and to gather food: within one's whenua-hapū boundaries.	Tangata Whenua	People of the land-indigenous: to their whānau, hapū, iwi whenua boundaries.
Mana	To know your: whenua/land boundaries, your whakapapa/geneology and be responsible for its wellness and the peoples wellness within those boundaries i.e. wairua /spiritual-beliefs, Atua /natural environment, and tangata/self pride.	Tapu	Sacred, prohibited, restricted, set apart, forbidden: to ensure the life force is protected be it of the human, physical and spiritual world
Mana Whenua	Rightful authority: to exercise rights and responsibilities for whanau, Hapu issues, pertaining to their whenua-hapū boundaries.	Tikanga	Māori custom, the right way to do things guided by mana whenua.
Mātauranga	Education: enlightenment to knowledge, skills and wisdom	Tinana	Torso, a strong solid base for the wellness of the person, whenua, whānau, hapū.
Mauri	A life force: that is pure, untainted.	Tukutuku	Ornamental lattice work - used particularly between carvings around the walls of meeting houses, that sends a metaphorical message to help guide wellness within the whānau and hapū.
		Tuutuuuaa	Ordinary person, loyal support to their leaders their Rangatira of the whānau, hapū and iwi.
		Whānau	To give birth/Family, to be born with mana i.e. Mana whenua, mana wairua, mana atua, mana tangata.
		Whēnua	Placenta/land, the cord that binds tangata- whenua to their creation.

Te Manawanui – The Commitment

PUTAKE-NUI **Te Manawanui - The Commitment**

Kia whakamanawanui te Putake-nui hei whakatupungia te oranga ou tamariki mokopuna rangatahi maa.
 Be resolute and unwavering in our commitment to the wellbeing of young children, young people, to grow their potential

The Commitment is open to you and your organisation, big or small. There is no minimum input. You just have to be willing to help out when and where you can.

If you are committed to helping our young people in Rotorua, however you are able, then you can, and should, make the commitment.

The more organisations committed to the heart of **Pūtake Nui** the more successful the outcome will be for all young people in Rotorua.

I/We (organisation name)

Commit to:

<ul style="list-style-type: none"> • acting early and together • rangatahi children with aspirations • rangatahi child centric approach • rangatahi children's wellbeing 	<p>That rangatahi children ...are loved safe and nurtured</p> <ul style="list-style-type: none"> ...have what they need ...are happy and healthy ...are learning and developing ...are accepted, respected, and connected ...are involved and empowered.
--	---

And to:

- working differently
- cultural, systemic and service transformation

* From Child and Youth Wellbeing Strategy, 2019.

Signed: Date:

A city-wide commitment,
 sharing the kaupapa
 and creating momentum
 so we can make bold change
 together for Rotorua – a place where:

Rangatahi get the support they need,
 when they need it to help them be
 engaged

Act Early, Act Together Kokonga

Rangatahi grow up with aspirations for
 their lives

Rangatahi with Aspirations Kokonga

Rangatahi can flourish in all aspects of
 their lives

Rangatahi Wellbeing Kokonga

Rangatahi are involved in all things
 rangatahi

Rangatahi-centric Kokonga

Get Involved

Our challenge is how as a city, can we make sure we're doing the right things, so rangatahi know who they are and what's possible to realise their full potential.

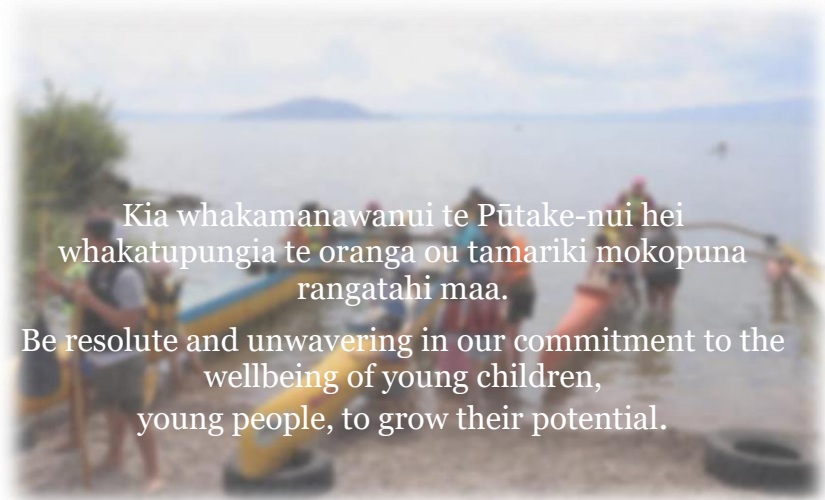
Pūtake Nui needs everyone who can add energy or resources – your input is crucial.

Many have already come on board, bringing ideas, connections and most importantly a shared passion for making a positive difference for our rangatahi.

We encourage you to think about your role in Pūtake Nui, so you can be sure we're doing the right mahi for rangatahi to realise their full potential.

Get involved by connecting into one or more of the four kokonga.

More information: <http://www.rotoruyouthcentre.org/putake-nui/>
OR contact Gill Brocas - Pou Whakapiri - Pūtake Nui connector
putake-nui@rotoruyouthcentre.org



Kia whakamanawanui te Pūtake-nui hei whakatupungia te oranga ou tamariki mokopuna rangatahi maa.

Be resolute and unwavering in our commitment to the wellbeing of young children, young people, to grow their potential.

Contacts for each Kokonga are:

Youth-centric Approach

Putting young people at the centre of what is planned and delivered, through youth development practice and youth participating in decision-making.

Jen Murray

Rotorua Community Youth Centre
CEO@rotoruyouthcentre.org

Barbara Mackenzie

The Department of Internal Affairs
barbara.mackenzie@dia.govt.nz

Rangatahi with Aspirations

All Rotorua rangatahi growing up with a dream and a pathway plan to achieve it.

Leigh Richards

Rotorua Lakes Council
Leigh.Richards@rotorualc.nz

Paora Te Hurihanganui
Te Papa Takaro o Te Arawa
Paora@papatakaro.org.nz

Act Early, Act Together

Responding to young people's needs as soon as the need emerges, and in a coordinated and collaborative way.

Laurie Durand

Te Waiariki Purea Trust
manager@twptnz.org

Jayne Furlong

Ministry of Education
Jayne.Furlong@education.govt.nz

Rangatahi Wellbeing

Making rangatahi wellbeing a core value for Rotorua, so all young people can engage positively in life

Dominic Lepa

Ministry of Social Development
Dominic.Lepa001@msd.govt.nz