

# Te Mahere Whai Mahi Māori

Te tūrua pō: kia rangona te rangatiratanga Māori e tipu ai te ora ki ngā whakatipuranga.

Kei Te Mahere Whai Mahi Māori a te Kāwanatanga e rārangi ana ngā whakaritenga mahi hei whakatutuki mā te Kāwanatanga ki te whakapai ake i ngā putanga ki te ao tuku mahi mō ngāi Māori, me ngai Māori hoki.

## He wāhanga Te Mahere Whai Mahi Māori nō te Rautaki Whai Mahi a te Kāwanatanga

Ko tā te Rautaki Whai Mahi he whai kia tutuki ai ngā hua pitomata e Aotearoa whānui mā roto i te whakapakari pūkenga, te whai mahi tūturu, mahi hua nui hoki. E titiro ana hoki ki te hanga āheingae ea ai te toronga mai o te māketete hunga mō te katoa kua eke ki te taipakeke mahi, ahakoa ōna pūkenga, ōna whāinga mahi rānei.

E whitu ngā mahere whai mahi e hāngai pū nei ki te taupori kei te tautoko i te Rautaki Whai Mahi. Mā ērā atu mahere e ono puta ai he hua papai ki a ngāi Māori me ētahi o ngā whakaritenga e mātua tautoko nei i a ngāi Māori. Kua hangaia mai i ngā mahinga ngātahi, ā, ka hāngai tika ki Te Mahere Whai Mahi Māori.

Atu i ēnei mahere, e tautokotia ana Te Rautaki Whai Mahi e ngā kaupapa here maha, ngā hōtaka me ngā momo kaupapa ki te whakapai ake i te oranga o te hunga mahi kei Aotearoa nei e noho ana.

### Ngā Take me whāia Te Mahere Whai Mahi

He āhuatanga nui te whai i tētahi mahi tino kounga me ngā putanga pae-ōhanga ki te waiora o te tangata. Ahakoa ka piki noa atu te waiora o te tangata kotahi i āna mahi, ko oranga ka tuku iho ki ngā whakareanga, ki tōna whānau me te hapori whānui.

Ko tā mātou e hiahia nei, kia kounga, kia tūturu te whai mahi a ngāi Māori.

He nui ā mātou mahi kia pai ake te toronga mai me ngā tutukitanga ki te mātauranga, ki ngā mahi whakangungu, whai mahi hoki. Ka hāngai te tautoko a te Kāwanatanga i a ngāi Māori kia toro ki te ao tuku mahi me te mātāpono o te Tiriti, arā, ko te whakamaru. E hora ai ngā hua ki a ngāi Māori, me makere noa ngā here a te Kāwanatanga, me hanga āheinga. Me tautokotia a ngāi Māori kia toro ki te ao tuku mahi i ngā ara e tutuki ai ā rātou tūmanako.

Ka noho mai te Mahere Hohe i raro i te maru o Te Rautaki Whai Mahi, ko tōna tino aronga he titiro ki ngā huarahi e tautoko ai ngā pūnaha whai mahi, mātauranga, whakangungu hoki (EET) kia tutuki ai ngā tūmanako a ngāi Māori.

### Ngā mātāpono a Te Tiriti e ārahi nei i Te Mahere Whai Mahi

He putanga Te Mahere Whai Mahi nā Te Tiriti me āna mātāpono, ā, ko te aronga he tautoko i a ngāi Māori kia noho hei tangata whenua, hei kirirarau hoki kia angitū ai, kia tutuki ai ō rātou tūmanako i te ao tuku mahi. Ka tutuki tēnei mā te whakarato āheinga e noho tōkeke ai a ngāi Māori i ngā putanga hua whai mahi, mātauranga, whakangungu hoki.

Ko tā Te Mahere Whai Mahi he waihanga i tētahi pūnaha kōtui atu ki ngā iwi, ngā hapū me ngāi Māori kia:

- › mana nui ai te rangatiratanga o ā rātou ake rawa, whāinga, ratonga hoki e toro atu nei rātou;
- › ngātahi te hanga ratonga mā ngāi Māori kia whai mana ai ngā tirohanga rerekē e tōkeke ai te tutuki i ngā putanga;
- › maha ngā kōwhiringa mā ngāi Māori e taea ai te toro i tā rātou e tika ana, i tā rātou e pai ana.

Ka whāia tonu ngā mahi a te Karauna ki te tautoko i ngā pūnaha whai mahi, mātauranga, whakangungu hoki mā ngāi Māori kia tika ake ai te whakatutuki i ngā hiahia me ngā whāinga a ngāi Māori.

### Te Mahi Ngātahi

*E manawa nui ana te Kāwanatanga ki te oranga tuku iho ki roto ki ngā hapori Māori.* Mā roto i Te Mahere Whai Mahi, ka haere tonu ā mātou mahi ki te whai i ētahi atu o ā mātou pūrato kia tutuki ai (ko ngā mahi e ara ake ana i te tukanga Whakataunga Tiriti).

*Ka whakakahangia e mātou ā mātou tūhononga mahi me ngāi Māori kua tipu huri noa i te motu* kia whanake ake ngā mahi a Te Mahere Whai Mahi, he whakatairanga i ngā kōtuinga, he whakatutuki hoki i ngā putanga ahungaroa e whāia ana e mātou kia mana ai ngā mauhurihuringa ki a ngāi Māori.

*He 'tuhinga ora' Te Mahere Hohe.* Ka haere tonu ā mātou mahi ki te arotake me te whakahou i te mahere mō ngā mahi e tutukitia ana, e whakatinanatia ana rānei i runga i ngā āhuatanga whānui pērā ki ngā panonitanga ki te ao tuku mahi.

*Kei Te Mahere Whai Mahi kitea ai he pou tarāwaho putanga hua e mātua aro nei ki ngā hua ka puta* hei whakatinana, hei whakatutuki hoki mā ngā tari Kāwanatanga e tika ana. Kei ia pou o Te Mahere Whai Mahi e rārangi ana ngā tūtohu

angitū. Mā ngā mahi aro turuki e tutuki rawa ai ngā putanga ka whakapaetia mō ngā mahi kei tēnei Mahere Whai Mahi, me te tautohu hoki i ngā āheinga e pai ake ai ngā mahi a te Kāwanatanga ki te whakaputa hua.

### Te Ara Mahi Māori

E mārama ana mātou ki ngā taunakitanga a te rōpū o Te Ara Mahi Māori. Nā Te Ara Mahi Māori ngā hui toro i ārahi huri noa i te motu ki te tuku i ngā whakamōhiotanga mō ngā kaupapa whai kiko ki ngā hapori Māori me āna tūtohunga ki ngā āhuatanga me whakaurua mai ki Te Mahere Whai Mahi Māori. Tēnei rā mātou te tuku mihi atu ki ngā mātauranga, ngā taonga me ngā kete hiranga a Te Ara Mahi Māori me ā rātou tautokotanga mai ki te hanganga o tēnei Mahere Hohe.

## TE POU – Ngā tohu angitū:



### TE IWI WHĀNUI

Kei a ngāi Māori ngā pūkenga, ngā mātauranga me ngā mōhiotanga ki te ārahi kia angitū ai i roto i te ao mahi

#### Te mana ōrite ki ngā toronga me ngā whakatutukitanga ki ngā kaupapa mātauranga

Kia ōrite te ekenga a ngāi Māori ki ngā toronga whakaputa hua; mātua rā kia eke ki ngā tohu whai mana o runga ake.

#### Kia ōrite te whai wāhi me te toro atu ki ngā whāinga mahi toitū, kounga hoki mō ngāi Māori huri noa

He ōrite ngā āheinga mahi me te kōunga o ngā mahi ki te katoa; mai i ngā wāhine Māori ki te hunga rangatahi Māori, ki te hunga kaumātua, ki ngā tāngata whaikaha Māori tae noa ki te hunga takatāpui.

#### He pūnaha whai mahi, mātauranga, whakangungu hoki (EET) e whai kiko ana, whai ahurea ana

Kei te rapua e ngāi Māori ngā mahi e toitū nei, e kounga nei hoki mā roto i te whai kiko me te ahurea o ngā ratonga whai mahi, mātauranga, whakangungu hoki (EET).



### NGĀ WĀHI MAHI

Ka ora a ngāi Māori ki ngā kāhui mahi whai tikanga ora, ā, kāore nei e kitea te wairua whakahāwea

#### Ka whakaurua a ngāi Māori ki ngā wāhi mahi

Ka whakanuia a ngāi Māori mō ā rātou tākohatanga ā-Māori nei.

#### He whakanui, he rūmaki i te pitomata Māori

Ka ōrite te nui o ngā utu ki a ngāi Māori, tae atu ki ngā hua whai mahi.

#### Ngā kaihautūtanga me ngā māngai Māori ki ngā wāhi tūmatanui

Ka mana ōrite tā ngāi Māori noho hei māngai, hei kaihautū ki te rāngai tūmatanui me ngā tūranga Kāwanatanga.



### TE ANAMATA

Ko ngā iwi, ngā hapū me ngāi Māori kei te kōkiri whakamua i ngā rāngai toitūtanga hei ngā rā ki tua

#### Te angitū me te toitū o te kaupākihanga Māori

Ka tīmataria, ka whanake ake ngā pakihī Māori whai oranga.

#### Te whānui o te kāhui mahi Māori mō ngā rāngai aro ki te āpōpō:

Ko ngā iwi, ngā hapū me ngāi Māori kei te arataki i ngā rāngai whanake.



Te Kāwanatanga o Aotearoa  
New Zealand Government

# NGĀ MAHI



## TE IWI WHĀNUI

Kei a ngāi Māori ngā pūkenga, ngā mātauranga me ngā mōhiotanga ki te ārahi kia angitū ai i roto i te ao mahi

### I ROTO I NGĀ TAU 1-2 E TŪ MAI NEI, KA ...

- Mahi kōtūi atu ki a ngāi Māori ki te whakatō i tētahi pou tarāwaho whai tikanga Māori ki ngā kaupapa here whai mahi, inā rā, ka whakaurua ngā kaupapa e tutuki ai te taha ki ngā tikanga Māori ki tēnei pou tarāwaho (MSD).
- Mahi tahi me ngā tari Kāwanatanga ki te whakapai ake i ngā wawotanga whai mahi, mātauranga, whakangungu hoki mō te hunga Māori e hiahia ana i ēnei momo tautoko (TPK).
- Tautoko i ngā mahi ki te whakapiki i ngā putanga mātauranga mō ngā ākongā Māori mā roto i ngā pūrongo me ngā hohenga o *Ka Hikitia* (MoE).
- Whakakahangia ngā wāhanga ki Te Reo Māori me te Mātauranga Māori (MoE).

### I ROTO I NGĀ TAU 2-5 E TŪ MAI NEI, KA ...

- Whakaarotia ētahi huarahi e taea ai te pūnaha whai mahi, mātauranga, whakangungu hoki kia wawe tonu te takatū ake i te hunga rangatahi me te hunga tamariki (MSD, MoE, MBIE).
- Hangaia he kohinga mātai take e whakaatu ana i te angitū o ngā tauria Māori, ngā kaimahi me ngā kaupakihi e toro atu ki ngā hōtaka whai mahi, whakangungu maha, arā, ko Mana i Mahi, ko He Poutama Taitamariki, ko He Poutama Rangatahi me Oranga Mahi (MSD).
- Tūhura e pēhea ai ngā uara o te ao Māori e uru ki te hanganga o ngā ratonga tautoko whai mahi mō ngā tāngata whaikaha (MSD).
- Tūhura i ētahi atu āheinga ki te mahi ngātahi me te hunga rangatahi kāore anō kia whiwhi mahi, mātauranga, whakangungu hoki (he whai i ngā mahi a te kaupapa Ratonga Rangatahi mō NEET me He Poutama Taitamariki), ka mutu, he tūhono i a rātou ki ngā ratonga tautoko (MSD).
- Tūhura mēnā rānei ka whai hua tonu te mahere tuku pūtea me ngā ratonga whakawhiwhi mahi e whāia nei e ngāi Māori, e ngā iwi me ngā ratonga whakarato ā-hapori i ēnei rā, ka tūhura hoki i ētahi atu kōwhiringa ki te whakare i ake i ēnei kōtuinga me ēnei hononga (MSD).
- Arotakengia ngā mahi tūhono a MSD ki ngā iwi, ki ngā hapū me ngā rōpū Māori ki te titiro pēhea nei tā MSD whakamana ai i ngā hapori kia tutuki ngā putanga hua whai mahi (MSD).
- Tae ngā pārongo mō Te Huarahi Whakamahere Mahi ki ngā iwi, ki ngā hapū me te hunga Māori e noho tāone ana kia whai wāhi ai a ngāi Māori ki ngā rauemi whakamahere ā-matihiko. Mā te TEC e whai kia tae atu ngā pārongo ki ngā iwi, ngā hapū me ngā rōpū mana Māori mō te tiki mai i ngā rauemi whakamahere mahi (TEC).
- Tautoko i ngā putanga whakangungu, whai mahi hoki ki a ngāi Māori mā roto i ngā mahi a Te Pūkenga me ngā Kaunihera Whakawhanake Kāhui Mahi (MoE, TEC).
- Whakakahangia ngā wāhanga tuku mōhio e pā ana ki te whai mahi o roto i ngā kura, me te tautoko i ngā kaupapa whai kiko ki te hunga rangatahi Māori (MoE).

### I ROTO I NGĀ TAU 5, Ā NEKE ATU, KA ...

- Titiro me pēhea e uru mai ngā uara Māori ki ngā inenga angitū ā-hapori i roto i ngā mahi aro mātai, aro turuki hoki i ngā ratonga whai mahi e hāngai pū ana ki ngā kaiwhakauru Māori (MSD).
- Titiro mēnā rānei me whakapūmautia te tikanga kanohi ki te kanohi ki ngā ratonga ahumahi (arā, ko ngā Ratonga Ārahi Mahi) hei ratonga pūmau i runga i te angitūtanga o ngā arotake (MSD).
- Tūhura i ngā āheinga ki te whakapai ake i ngā kohinga raraunga e tiro ana ki te toronga a ngāi Māori ki ngā ratonga whai mahi kia tika ai ngā mahi aro mātai a te Kāwanatanga i tā ngāi Māori whai i ngā āheinga (MSD).
- Haere tonu Te Tapitanga Mātauranga Ahumahinga, kia tika ai mā ngāi Māori (MoE).
- Mahi tahi me Taumata Aronui ki te tautoko i te Kāwanatanga ki te hanga i ngā whakaritenga whare wānanga, pūnaha hoki kia mārama ake ai te kitenga o ngā hua pai e puta ake nei ki ngā ākongā Māori me ngā hapori (MoE).

### KO NGĀ MAHI E HAERE TAHI NEI ME TE MAHERE HOHE ...

- Ngā ratonga pūtea tautoko mō te whai mahi nā ngāi Māori i hanga mā ngāi Māori tonu.
- Te whakatinana i te kaupapa o *Ka Hikitia* – *Ka Hāpaitia*.
- He taunaki, he whakakaha, he whanake hoki i ngā wāhanga mātauranga Māori me ngā kaupapa Māori.
- Kia tipu ake te ngākau nui me te hiahia ki te ao mātauranga.
- He hanga, he whakatinana hoki i ngā kaupapa e whanake ake ai ngā pūkenga o ngā kaiako Māori, ngā kaiwhakawāhi, ngā kaihuawaere me ngā kaiārahi.



## NGĀ WĀHI MAHI

Ka ora a ngāi Māori ki ngā kāhui mahi whai tikanga ora, ā, kāore nei e kitea te wairua whakahāwea

### I ROTO I NGĀ TAU 1-2 E TŪ MAI NEI, KA ...

- Rangahauhia ngā āhuatanga whakapoapoa me ngā āraitanga whakamāmā i ngā tikanga mahi, me te titiro hoki ki ngā hua o te whakamāmā ake i ēnei tikanga mahi (MBIE).
- Rangahau me pēhea ai ngā wāhi mahi e whakauru mai i ngā kaimahi Māori ki ngā mahi (MBIE).
- Rangahauhia ngā āhuatanga whakapoapoa e taea ai ngā kaitukumahi te tuku i ngā āheinga whakapakari, ako, whanaketanga hoki ki ngā kaimahi, haere ake nei, haere ake nei (MBIE).
- Mahi tahi me Mana Pakihi Aotearoa me Te Kauae Kaimahi ki te rapu huarahi tautoko i ngā hinonga iti, āhua iti nei hoki (SME) kia ū ai ki ngā tikanga ahumahi, hauora, haumarua hoki (MBIE).
- Kauparea ngā pēhitanga ki ngā kaimahi Māori e tareka nei ki te whai i ngā mōtika mahi, haepapa hoki (MBIE).

### I ROTO I NGĀ TAU 2-5 E TŪ MAI NEI, KA ...

- Arotakengia te pūnaha whakatika raru kia whai mana ai, kia whai hua ai ki a ngāi Māori (MBIE).
- Rangahauhia ngā āheinga me ngā āraitanga mō ngā mahi whai kiko ki a ngāi Māori, arā, ko te titiro ki te hāngaitanga o tēnei ki ngā tāngata whai kaha, ki te hunga tautiaki Māori, ki ngā kaimahi kua pakeke, ki te hunga rangatahi kua whai tamariki me ngā mātua takitahi Māori (MSD).
- Tūhura ngā āhuatanga e pai ake ai te toro atu ki ngā ratonga tiaki tamariki hei tautoko noa i ngā mātua me ngā kaitiaki ki te whai mahi, ki te whai rānei i ngā āheinga mātauranga i te wā tika ana mō rātou (MSD).

### I ROTO I NGĀ TAU 5, Ā NEKE ATU, KA ...

- Arotakengia te pūnaha whakatika raru kia whai mana ai, kia whai hua ai ki a ngāi Māori (MBIE).
- Titiro mēnā rānei ka whai kiko tonu ngā tikanga Māori i te rautaki, ngā kaupapa here me ngā whakahaerenga o ngā tikanga whai mahi me te pūnaha paearu whai mahi hoki (MBIE).

### KO NGĀ MAHI E HAERE TAHI NEI ME TE MAHERE HOHE ...

- He whakatinana i te Mahere Hohenga mō te Utu ā-Ira ki roto i te ratonga tūmatanui.
- He whakapakari i te taha ahurea, he kōrero mō ngā haukume, he whakakaha hoki i ngā mana hautūtanga o roto i te rāngai tūmatanui mā Papa Pounamu.
- He whakatinana i te kaupapa Maruiti – te rautaki Hauora/Haumarua Māori.
- He whai tonu i ngā mahi whakatikatika i te hōtaka whaiora kia tipu ai ngā uara Māori ki te pūnaha whaiora.



## TE ANAMATA

Ko ngā iwi, ngā hapū me ngāi Māori kei te kōkiri whakamua i ngā rāngai toitūtanga hei ngā rā ki tua

### I ROTO I NGĀ TAU 1-2 E TŪ MAI NEI, KA ...

- Whakatere i ngā mahi hautū Māori a ngā iwi, ngā hapū, me ngāi Māori hoki ki ngā ahumahi e whanake nei mō ngā rā ki tua (MBIE, TPK).
- Whakakaha ake i ngā huarahi kaupahitanga, tautoko hoki mā ngā wāhine Māori (MFW, TPK, MBIE).

### I ROTO I NGĀ TAU 2-5 E TŪ MAI NEI, KA ...

- Whawhaohia ngā tikanga ārahi i ngā kaupapa matua a ngā tari Kāwanatanga kia pērā hoki te toro a ngā pakihī Māori ki ngā mahi whakawhiwhinga a te Kāwanatanga ki ngā pakihī tauīwi, ā, kia uru hoki ngā mahi tautoko i ngā pakihī Māori ki ngā whakawhiwhinga – kia kaua e tānoanoatia (MBIE, TPK).
- Mahi tahi me ngā kōtuinga mahi o Te Mahere Mauhurihuri Ahu Mahi (ITP) mō ngā āheinga tautoko i te angitūtanga o ngā pakihī Māori kia kaha ai te puta haere o ngā hua ki a ngāi Māori kei te rāngai ITP (MBIE).

### I ROTO I NGĀ TAU 5, Ā NEKE ATU, KA ...

- Rangahauhia ngā āraitanga me ngā āheinga tautokotia ai ngā pakihī Māori (ngā pakihī hou, SME hoki) mā roto i te waihanga me te whakaū i tētahi mahere mahi, whakamōhiohio hoki ki te taha o ngā kōtuinga pakihī Māori, ngā umanga whakawhanake ōhanga ā-rohe me ētahi atu kaupapa tautoko i ngā pakihī (MBIE).

### KO NGĀ MAHI E HAERE TAHI NEI ME TE MAHERE HOHE ...

- He ako i ngā mahi e mārama ai ngā uauatanga ka pā mai ki a ngāi Māori inā toro ki te hapū rawa.
- He kōkiri i te kaupapa *He kai kei aku ringa*.
- He kōkiri i Te Rautaki Manahau Ōhanga Māori kia mataara tonu ai a ngāi Māori ki ngā pēhitanga ōhanga e toitū ai he ōhanga e mataara nei mō ngāi Māori.
- He tautoko i ngā mahi tuku i ngā nama tautohu mō ngā pakihī Māori.
- He whakatinana i te Kaupapa Here Whakawhiwhinga a te Kāwanatanga.



**Te Kāwanatanga o Aotearoa**  
New Zealand Government