

Overview

Our Cadetships programme provides development, mentoring, and training to Māori staff at all career stages across a range of businesses. The programme aims to support Māori to achieve their full potential in the workplace and contribute to thriving, innovative and resilient businesses.

Employment

Education and Training Outcomes

97% of cadets have improved their skills or gained qualifications

83% of cadets have obtained more education and employment opportunities

Outcome

Māori have improved access to and higher rates of participation in high-quality education, training and meaningful employment.

Employment Outcomes

94% of cadets are more aware of potential career opportunities

70% of cadets have advanced in their career

52% of cadets have had a pay increase

Survey Methodology

71 cadets (41% of total cadets from 19 employers contracted in 2023/24) completed the survey in February 2024. 51% of participants were male, 46% were female and 3% identified as non-binary.

Wider Impacts

Cadets	Whānau
 Cadets have increased their overall confidence and resilience.	 Improved hauora of cadet and whānau
 Cadets are more aware of potential career opportunities.	 Increased ability to financially support whānau
 Cadets have seen an increase in the economic benefit	 Improved whānau support
	 Improved ability to invest in future focused initiatives to support whānau

Enablers

Themes: The opportunity for professional development- to upskill, gain specific skills and qualifications, targeted mentoring and pastoral support, increased confidence, improved relationships and connections at work and enabled opportunities

“The opportunity to do further study without the financial burden, or having to get a student loan.”

“Being part of this programme has not only enhanced my technical skills and knowledge in my field, but it has also helped me develop leadership.”

“The wrap around support and the kindness shown to me.”

Barriers

Themes: Time- the ability to balance work, study and whānau. Self-determination- the ability to push, motivate and believe in themselves. Programme- operational logistics and timing

“Having to fit my day job around my study / time off to attend. Being away from family so having to juggle commitments.”

“When I first became a cadet I struggled to get up and speak in front of everyone, but as time went by I gradually found the courage within myself to speak up and not be too scared and that was with the help of my now friends I can now call whanau who were always encouraging.”

“Mean to have a full-time job as a kid out of school and be able to help out my mum financially with our whare and siblings.”

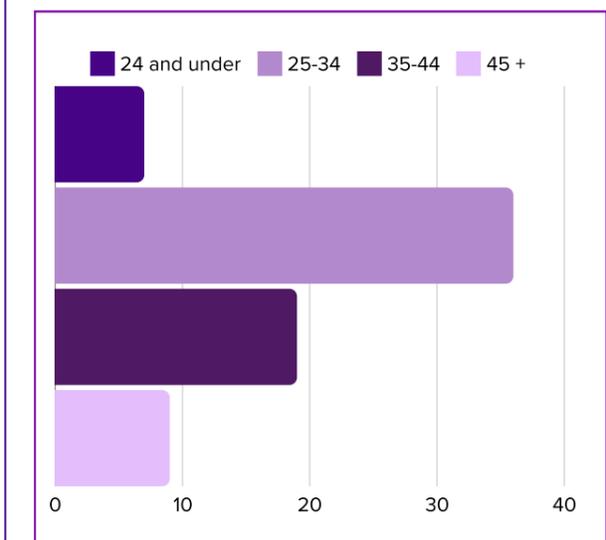
“My kids see me prioritise study, which has helped them be more diligent with their homework – we sit together to complete our work.”

“Healthier mental state at home resulting in less time spent on mental wellbeing and more time contributing to the overall wellbeing of my whānau.”

Cadets were from:

- All regions including national employers
- Rural and urban areas
- Large and small sized employers
- Māori owned and non-Māori owned employers
- Employers with high and low representation of Māori and/or wāhine.

Age of cadets



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Employment

Outcome

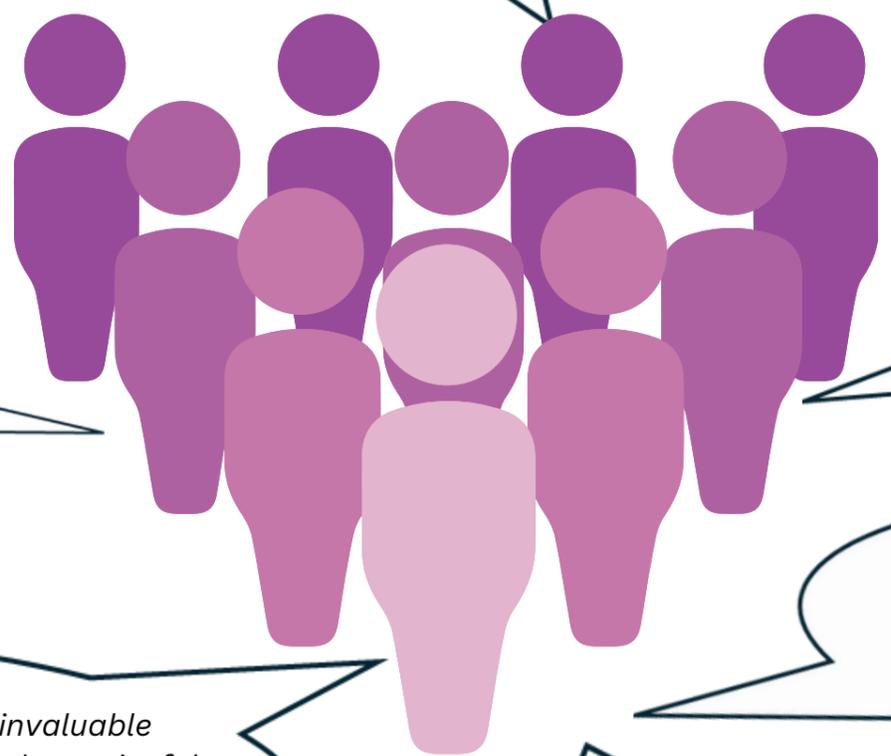
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WHAT CADETS SAID

“Most of the impact has been prevalent within the context of a healthier mental state at home, resulting in less time spent on mental wellbeing and more time contributing to the overall wellbeing of my whānau.”

“It has impacted my whānau in many ways, by being able to further my career and provide for my kids, being a role model to them.”

“The extra training and time that my employer has put into me has made a massive difference in my career.”



“My kids see me prioritise study, which has helped them be more diligent with their homework. We can sit together and complete our work.”

“Great sense of pride as my father watched me graduate, being from a family that has been far removed from its Māori-tanga through the stolen generations, I think it meant a lot to them.”

“Participating in the Cadetship programme has offered invaluable opportunities for professional development, mentorship and meaningful contributions to organisational objectives. Through immersive learning experiences and mentorship, I’ve grown both personally and professionally, equipped with the skills and insights necessary to thrive in a dynamic work environment.”

“My life has changed for the better because of the cadetship, I am now on a path to succeed and continue to succeed.”

“The ability to reach new educational heights that were otherwise outside of my financial ability.”

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Outcomes for Employers

100%
Employers said it was beneficial and increased productivity

79%
Employers have had a strategic shift (been able to do something new or different)

58%
Employers said they had seen an increase in revenue

Outcome

Māori have improved access to and higher rates of participation in high-quality education, training and meaningful employment.

Survey Methodology

19 Employers (27% of all employers contracted in 23/24) completed a survey in February 2024.

Employers were from:

- all regions including National provisions
- rural and urban areas
- large and small sized organisations
- Māori owned and non-Māori owned and
- sectors with high and low representation of Māori and or/ wahine.

Employers by region:

- Te Tai Tokerau: 3 employers
- Tāmaki Makaurau: 4 employers
- Waikato-Wairariki: 3 employers
- Ikaroa-Rāwhiti: 2 employers
- Te Tai Hauāuru: 3 employers
- Te Waipounamu: 1 employer
- National: 3 employers

Wider Impacts

95% of employers have continued pastoral care beyond the programme

89% of employers have incorporated tikanga and/ or te reo and improved ties with local Māori communities

74% of employers have increased their Māori workforce

Outcomes for Cadets

95% of cadets advanced in organisation

89% workforce retention increased

79% cadets had an increase in salary

Enablers

Themes: Incorporating Te Ao Māori into the business, development and training opportunities, pastoral care, ability to make a strategic shift, and increase Māori in sectors with traditionally low representation.

“The ability to focus in other areas of development for the cadets as well as the business which we wouldn’t have been able to do without the cadetship given our fledging status”.

Barriers

Themes: Logistics of running the programme alongside business as usual, retention of staff leaving for advancement, balance of time with work and study, the need to look at internal systems and processes to change them, and Te Puni Kōkiri systems and processes.

“It forced our organisation to look at how we are serving our Māori kaimahi and embed better policies that support partnership and growth”.

Opportunities

Themes: Improve Te Puni Kōkiri systems and processes (eg: application process, funding rate, reporting), maintain the programme, collaboration between employers, and opportunities for cadets to connect across sectors.

“Funding increase per cadet. Cost of resources, time, venue, activity has increased significantly over the past few years”.