


21 November 2024

File Ref: OIA 50301



Tēnā koe 

Official Information Act request

Thank you for your information request dated 23 October 2024. Your questions and our responses are below: Your request has been considered in accordance with the Official Information Act 1982 (the Act).

Your request comprised four parts numbered one to four which we have responded to separately for ease of reference.

1. ***“Expenditure on Māori and Pacific Cultural Competency Learning and Development***

The total amount of money spent on Māori and Pacific cultural competency training and development by Te Puni Kōkiri over the past 5 to 10 years. I would appreciate a breakdown of the costs where possible, including but not limited to programme costs, contracting of trainers or external facilitators, internal resource allocations, online workshops, digital apps, and administrative expenses related to these learning and development programmes”.

The amount of money spent on Māori and Pacific cultural competency training and development by Te Puni Kōkiri over the past 5 to 10 years is approximately \$1,144,000 excluding GST and comprises of multiple programmes and initiatives as outlined and summarised below.

Te Reo Māori classes: Aimed at lifting the overall cultural capability of Te Puni Kōkiri Kaimahi. These classes are facilitated through blended learning within Te Puni Kōkiri by an external facilitator. A total of \$597,780 excluding GST has been invested as follows:

Te Reo Māori Classes	Year	Programme costs	Accommodation and Travel	Other
Each year, there are six rounds of classes. Each round comprises beginners, intermediate and advanced level classes.	2016 to 2024	External facilitator cost \$66,420 per year.	Nil	Nil

Specialist Leaders Programme: For aspiring leaders. These classes commenced in 2017 and were facilitated by external consultants up to and including 2023. In 2024 the programme was internally facilitated. A total of \$177,800 excluding GST has been invested in Specialist Leaders to develop their thought leadership and influencing skills as follows:

Specialist Leadership Programme	Year	Programme costs	Accommodation and Travel	Other
Over seven years nine cohorts of the Specialist Leaders Programme. Each cohort had four workshops.	2017 to 2023	Cost per workshop was \$4,456.	Total accommodation cost for the external facilitators was \$14,400. No travel costs were incurred.	Administrative cost in total was \$3,000.

Wayfinding Leadership: A Māori Leadership component of Specialist Leaders Programme included some years. A total of \$34,225 excluding GST has been invested in Wayfinding Leadership as follows:

Wayfinding Leadership	Year	Programme costs	Accommodation and Travel	Other
Over six years Wayfinding Leadership has been included in eight Specialist Leader Programmes.	2017 to 2022	External facilitator cost \$2,000 per workshop.	Nil	90 copies of Wayfinding Leadership book distributed to workshop participants between 2017 to 2019 at a cost of \$18,225.

Te Tautuhi-ō-Rongo: Te-Tautuhi-ō-Rongo (the Māori Public Policy Framework, previously Macro-Policy Framework) has been adopted by Te Puni Kōkiri and based on a modern understanding and application of Te Tiriti/the Treaty of Waitangi at a total cost of \$150,000 excluding GST as follows:

Te Tautahi-ō-Rongo	Year	Programme costs	Accommodation and Travel	Other
External consultant to plan, develop, and design core elements of the programme from April to June 2020. Then internally facilitated.	2020 till 2023	One-off external facilitator cost \$150,000.	Nil	Nil

The Wall Walk® : The Wall Walk® workshop is designed to raise collective awareness of key events in New Zealand history. Te Puni Kōkiri contracted an external consultant to deliver The Wall Walk® programme to all kaimahi through a series of workshops throughout New Zealand. Investment to date is \$27,191 excluding GST as follows:

The Wall Walk®	Year	Programme costs	Accommodation and Travel	Other
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249 attendees at 8 workshops.	April to May 2024	\$17,500	\$4,495	Catering \$5,196
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Kapa Haka: Kapa Haka is a cultural initiative that provides the opportunity for Te Puni Kōkiri kaimahi to participate and learn core Te Puni Kōkiri waiata and develop confidence in Te Ao/Tikanga Māori. A total cost of \$136,500 excluding GST has been invested in Kapa Haka over the period 2015 to 2024 as follows:

Kapa Haka	Year	Programme costs	Accommodation and Travel	Other
Kapa Haka developing Te Ao/Tikanga Māori confidence through waiata.	2015 to 2024	\$136,500	Nil	Nil

Te Ara ki Matangireia [Māori Emerging Leaders Programme]: Te Puni Kōkiri utilised the externally-provided Te Ara ki Matangireia [Māori Emerging Leaders Programme] which had one participant in 2023 and three participants in 2024. A total cost of \$20,800 excluding GST has been expended on this programme aimed at lifting the leadership capability of Māori kaimahi within Te Puni Kōkiri as follows:

Programme	Year	Programme costs	Accommodation and Travel	Other
Lift leadership capability of Māori Kaimahi within Te Puni Kōkiri.	2023 to 2024	Facilitation cost \$5,200 per participant.	Nil	Nil

2. Outcomes and KPIs

Details of how each department or agency has evaluated the effectiveness of these training programmes, specifically:

- *The Key Performance Indicators (KPIs) or metrics used to measure the outcomes of these training initiatives.*
- *Any cost-benefit analysis conducted to assess the value of these expenditures and whether they met the intended objectives.*
- *Documentation on any positive impacts, improvements, or challenges identified as a result of these training programmes.*

The KPI or outcomes of the programme were measured through participant development and the feedback provided by kaimahi. Each Programme is measured differently and summarised in the table below.

Programmes	Comments
Te Reo Classes	These classes are measured through the number of level finders (totalling 82 kaimahi at the end of 2023) at Te Puni Kōkiri and through participants progressing from beginner to intermediate to advanced level of Te Reo classes becoming more confident in Te Reo Māori (currently totalling 50 kaimahi). For Level Finder Exams - Level 1 – 50 kaimahi, level 2 – 12 kaimahi, and level 3 – 10 kaimahi

Specialist Leaders and Wayfinding Leadership Programmes	The Return on Investment (ROI) for Specialist Leaders Programme and Wayfinding Leadership Programme are measured through participant feedback and through career progression and/or development.
Kapa Haka and for The Wall Walk®	The KPI/outcomes are measured through the participants' knowledge gain about Māori History and Te Tiriti O Waitangi. This knowledge gain is measured through participation of kaimahi and through their evaluations.
Māori Emerging Leaders Programme	The programme's outcomes are assessed through participant development and the feedback they provide. Additionally, mentors can attest to participants' progress throughout the programme. The overall intended outcome is to strengthen the capability and capacity of Rangatahi Māori to serve and lead within the Public Service and in their communities.

No cost-benefit analysis was undertaken to measure the effectiveness of these programmes. A comprehensive search of the Te Puni Kōkiri document management system identified no documents in scope of your request. Therefore, we are refusing this part of your request under section 18(e) of the Act as the information requested does not exist.

No formal documentation on any positive impacts, improvements, or challenges identified as a result of these training programmes was undertaken. A comprehensive search of the Te Puni Kōkiri document management system identified no documents in scope of your request. Therefore, we are refusing this part of your request under section 18(e) of the Act as the information requested does not exist.

3. **Assessment of Effectiveness**

Any reports, summaries, or evaluations—whether qualitative or quantitative—that determine whether these cultural competency training programmes achieved the intended outcomes or objectives, including:

- *Any evidence of enhanced staff cultural competency or improved outcomes in service delivery as a result of these initiatives.*
- *Internal or external audits, reviews, or assessments that have examined the cost-effectiveness of the programmes.*

Evaluation of programmes is assessed through participant feedback which is obtained through the completion of evaluation forms by participants tailored to each programme outlined above in the response to part one.

Overall, the feedback was very positive for Te Tautuhi-ō-Rongo workshops, The Wall Walk® and Kapa Haka, Māori Emerging Leaders Programme and Wayfinding Leadership presentations. The feedback for Te Reo Māori classes was that participants and other Te Puni Kōkiri kamahi requested additional beginner level classes and this has been actioned during 2024. The feedback on internally facilitated Specialist Leaders Programme was excellent this year and as a result, more kaimahi are registering for the 2025 intake and an additional programme will be required.

A comprehensive search of the Te Puni Kōkiri document management system identified no documents (any reports, summaries, evidence of enhanced staff cultural competency or improved outcomes in service delivery as a result of these initiatives and internal or external audits) in scope of your request. Therefore, we are refusing this part of your request under section 18(e) of the Act as the information requested does not exist.

4. Policy and Programme Adjustment Information

“Information on any adjustments or changes to these training programmes over time, based on observed or measured outcomes”.

In respect of the Specialist Leaders Programme noted above, the programme has transitioned from external to internal facilitation.

I trust my response satisfies your request.

You have the right to seek an investigation and review by the Ombudsman of this response. Information about how to make a complaint is available at www.ombudsman.parliament.nz or freephone 0800 802 602.

Please note that Te Puni Kōkiri publishes some of its OIA responses on its website, after the response is sent to the requester. The responses published are those that are considered to have a high level of public interest. We will not publish your name, address or contact details. If you wish to discuss any aspect of your request with us, including this decision, please feel free to contact us at oia@tpk.govt.nz.

Ngā mihi



Anaru Matthews
Hautū, Te Puni Rangatōpū | Deputy Secretary, Corporate (Acting)