

Food and Fibre Centre of Vocational Excellence

TE AO MĀORI SKILLS FRAMEWORK TOOLKIT:

FOR PROVIDERS AND PROGRAMME
DEVELOPERS

2025



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Welcome to the Skills Toolkit

**"Nāu te rourou, nāku te rourou, ka ora ai te iwi."
"With your basket and my basket, the people will thrive."**

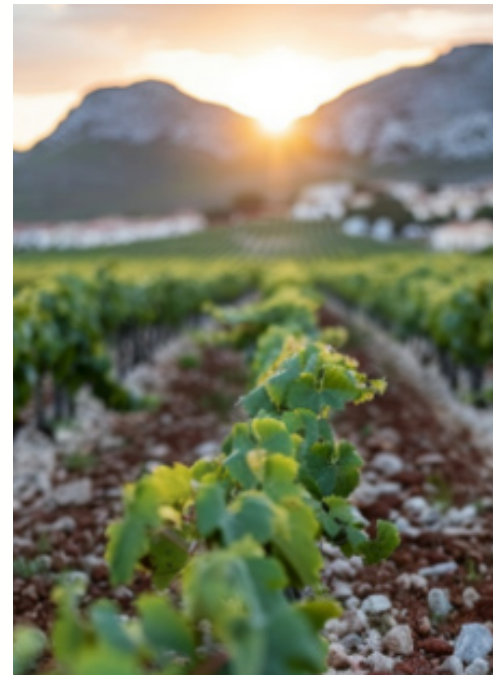
The Skills Toolkit is a powerful resource for **Providers and Programme Developers** to design and deliver training that equips ākonga (learners) with the transferable skills they need to excel in the evolving Food and Fibre sector. It offers tools to create impactful programmes that prepare individuals to succeed across diverse roles, drive innovation, and support a sustainable and resilient industry.

Guided by Te Ao Māori Values

Central to the Toolkit is its integration of Te Ao Māori principles, which Providers and developers can incorporate into programme design to promote individual and collective well-being, fostering inclusive and culturally rich learning environments.

A Shared Language for Growth

The Toolkit establishes a common framework for recognising and validating skills gained through both formal education and life experiences. This ensures programmes cater to diverse learning pathways—traditional and unconventional—while aligning with the evolving needs of the Food and Fibre sector.



Pathways to Thrive

By integrating this resource into programme development, Providers and Programme Developers can enable learners to cultivate:

- Adaptability to navigate industry challenges.
- Critical Thinking for problem-solving and innovation.
- Collaboration Skills to enhance teamwork and drive sector-wide progress.

The whakataukī "*Nāu te rourou, nāku te rourou, ka ora ai te iwi*" (With your basket and my basket, the people will thrive) underscores the importance of shared effort and unity for collective growth.

Empowered for the Future

This Toolkit is more than a resource—it's a strategic foundation for designing programmes that nurture talent, foster cultural awareness, and build future-ready individuals. By embedding this framework into your initiatives, you empower learners to honour their heritage, thrive in the present, and contribute to a better future for themselves, their communities, and the sector.

Leverage the Skills Toolkit to innovate your programmes and create meaningful, lasting impacts in the Food and Fibre sector.

Key Information

Who is This Toolkit For?

Providers and Programme Developers: Offers a culturally relevant framework for skills development, supporting training that aligns with industry needs and Te Ao Māori values.

How to Use This Toolkit

- **As a Foundation for Skills Development:** Use the Toolkit as a core resource to design programs that equip learners with essential transferable skills and foster adaptability, preparing them for diverse roles and pathways within the Food and Fibre sector.
- **To Design Workshops, Mentoring Sessions, and Training Programs:** Structure initiatives that emphasise key transferable skills while weaving in Te Ao Māori principles. These principles foster holistic personal and professional growth.
- **To Develop Culturally Relevant Training:** Leverage the Toolkit to design programs that are culturally responsive, contextually meaningful, and aligned with the principles of Te Ao Māori. Ensure these programs address the unique challenges and opportunities within the evolving Food and Fibre sector.

Caveats

Disclaimer: This Toolkit includes Māori kupu (words) whakataukī (proverbs) and whakatauākī (attributed proverbs) to reflect and honour Te Ao Māori principles within the Food and Fibre Skills Framework. Interpretations provided aim to support workplace understanding while upholding core Māori principles.

Recognising that interpretations of Te Reo Māori and cultural elements can vary among whānau (family), hapū (sub-tribe), and iwi (tribe), individuals are encouraged to consult local Māori leaders or cultural advisors to ensure culturally appropriate application and deeper understanding.

Documents

This Toolkit is designed to align with the Food and Fibre CoVE – Skills Framework and Core Transferable Skills descriptions. It is intended to be used in conjunction with these resources to ensure a comprehensive approach to skills development.



Key Information

Aim:

The Food and Fibre Skills Framework has been developed to:

- Develop a common language to describe skills and knowledge, which will support flexible qualifications and transferable skills.
- Help understand which skills are relevant across the Food and Fibre sector and workplaces, and which are more specialised.
- Help recognise skills that are gained outside of the formal qualification system.
- Enable the future proofing of Food and Fibre sector skills and capabilities, addressing new and emerging skills as well as current skills.
- Enable the simplification of qualifications.

How to use the Skills Framework

As an educator, the Skills Framework provides common language and skill descriptions for skills that you are probably familiar with. By encouraging a consistent approach across the Vocational Education system, these skills can be amplified to make the workforce more flexible and transferable for our learners and employers. The resources are indicative of the environment you could provide to develop these skills for your learners.





Te Ao Māori Perspectives and Principles

Understanding and embracing Te Ao Māori (the Māori World View) is an ongoing journey that requires more than a single resource. This Toolkit offers a starting point for embedding these perspectives into your programmes, but it's true value lies in fostering ongoing relationships with whānau, hapū, and iwi. Strengthening these connections enhances understanding and ensures meaningful application in your organisation's practices.



Understanding a Te Ao Māori Perspective:

A Te Ao Māori perspective represents a Māori worldview, where cultural values and beliefs influence how Māori perceive and interact with the world. Each whānau, hapū, and iwi brings unique interpretations, emphasising particular values or practices. Recognising this diversity is essential for authentic engagement.

Mason Durie's **Te Whare Tapa Wha** model offers an excellent introduction to Te Ao Māori. Originally developed as a model of well-being, it uses the four foundational sides of a marae (meeting house) as a metaphor. This framework provides valuable insights into how Māori perceive and connect with the world, making it a powerful starting point for understanding Te Ao Māori principles.

Mātauranga Māori:

Mātauranga Māori (Māori knowledge) represents the body of knowledge originating from Māori tīpuna (ancestor), encompassing perspectives, creativity, and cultural practices. More recently, it has been used to describe the broader knowledge systems, values, and worldviews of Māori. Understanding Mātauranga Māori alongside Te Ao Māori provides a holistic foundation for integrating Te Ao Māori perspectives into organisational practices.

Practical Application

This framework (below) serves as a structured approach for incorporating cultural perspectives, specifically Te Ao Māori, into organisational practices and discussions around how to use the Skills Framework. By using this framework, organisations can ensure that their processes and discussions reflect not only technical or operational objectives but also cultural inclusivity and relevance. It supports a thoughtful, intentional approach to integrating key Māori principles into practical applications, fostering a deeper connection between organisational goals and the communities they serve.

By following these steps, organisations can create a foundation for embedding cultural understanding into their processes, such as the development and application of a skills framework. This approach not only improves the alignment between the framework and the diverse contexts in which it is used but also builds trust, authenticity, and engagement within teams and with external stakeholders.

The Framework



2

Review Key Concepts:

Familiarise yourself with the resources key terms and Te Ao Māori perspectives.



3

Reflect on Values:

Consider how Te Ao Māori perspectives align with your organisation's values.



4

Start Small:

Apply one or two concepts at a time.



Encourage Discussion:

Create space for team discussions and feedback.



Develop Relationships:

Connect with local whānau, hapū and iwi to create meaningful relationships and mutual support.

Supporting Framework Discussions

How This Framework Supports Skills Framework Discussions:

- **Incorporates Diverse Perspectives:** Embedding Te Ao Māori principles ensures inclusivity and cultural relevance.
- **Encourages Iterative Implementation:** Starting small and encouraging discussions make the process adaptable and collaborative.
- **Strengthens Community and Relationships:** By engaging with local stakeholders, the framework aligns organisational goals with community needs.
- **Aligns Values and Practices:** Reflecting on organisational values ensures that the skills framework is not just technical but also culturally grounded.

#1 Develop Relationships

The Value of Developing Relationships

Building and maintaining relationships with whānau, hapū, iwi, and local communities is fundamental to authentically embedding Te Ao Māori principles. Positioned at the base of the framework above, this step serves as the foundation for all other elements. Strong, enduring relationships provide the groundwork for meaningful implementation and continuous improvement. These connections are not a one-off task but an ongoing process that ensures mutual respect, understanding, and collaboration.

Guidance:

01

Initiate Connections:

Reach out to whānau, hapū and iwi, and community leaders to establish relationships. Focus initial conversations on whanaungatanga (building connections). Avoid formal discussions or "desk talk" at this stage—seek common ground through shared experiences, people, or places.

02

Meet Face-to-Face:

Whenever possible, prioritise in-person meetings. Create a welcoming environment by inviting leaders for an informal gathering, such as a cup of tea and a biscuit.

03

Invest in Genuine, Long-Term Relationships:

Attend community events, engage in ongoing dialogue, and show a genuine willingness to listen and learn. Consistency over time builds trust and mutual respect.

04

Include, Don't Only Call Upon:

Invite whānau, hapū and iwi representatives to actively participate in your events and initiatives, rather than limiting their involvement to ceremonial roles or formalities. If you're unsure, ask them how they would prefer to engage. Some may wish to support formal roles, while others might prefer to attend as guests.

05

Embed Relationship-Building as a Priority:

Make relationship-building an integral and ongoing part of your organisation's practices, ensuring it is consistent and meaningful.

06

Respect Diversity:

Acknowledge the unique perspectives within Māori communities. Adapt your approach based on the preferences and guidance of each whānau, hapū or iwi.

#2 Review Key Concepts

The Value of Reviewing Key Concepts

Understanding the principles and terms in the Skills Framework is essential for creating culturally relevant and informed program designs. This involves familiarising yourself with the frameworks and concepts presented in this Toolkit as well as the related Food and Fibre CoVE Frameworks.

By gaining a thorough understanding of key terms, principles, and the purpose of these materials, you can better appreciate their relevance to your organisation and the broader Food and Fibre sector. This knowledge ensures your programs are not only technically sound but also culturally grounded, aligning with both the needs of the industry and the values of the communities you serve.

Guidance:

01

Thoroughly Read the Toolkit:

Review the document in detail, noting any unfamiliar terms or concepts.

02

Understand Context:

Explore the origins, history, and deeper meanings behind each concept to connect them to your own experiences or organisational context.

03

Consult Local Perspectives:

Recognise that this Toolkit serves as an overview and offers one perspective, acknowledging that interpretations and meanings may vary across whānau, hapū and iwi. Engage local Māori leaders, cultural advisors, or experts for regionally relevant insights.

#3 Reflect on Values

The Value of Reflecting on Values

Reflection ensures alignment between Te Ao Māori principles and your personal and organisational values. This process highlights areas of alignment and opportunities for growth, enabling meaningful integration of these perspectives.

Guidance:

01

Encourage Personal Reflection:

Invite team members to reflect on how Te Ao Māori principles resonate with their personal beliefs and practices.

02

Review Organisational Values:

Examine your mission, vision, and values to identify where your organisation already aligns with Te Ao Māori principles and where there is room for growth.

03

Discuss as a Team:

Facilitate team discussions to create a shared understanding and collective engagement with the principles.

04

Identify Actionable Steps:

Pinpoint specific areas where Te Ao Māori principles can be integrated into organisational practices, ensuring practical, collaborative implementation.

#4 Start Small

“He pai ake te iti i te
kore.”
“A little is better than
none.”

The Value of Starting Small

Introducing new concepts can feel overwhelming, so it's important to start small by focusing on **one or two principles** at a time. This approach builds confidence, ensures consistency, and allows your team to adapt gradually.



Guidance:

01

Pilot key principles:

Select one or two principles (e.g., whanaungatanga or manaakitanga) to implement over 4–6 weeks.

02

Create a roadmap:

Develop clear, step-by-step actions to integrate these principles into daily program operations.

03

Celebrate progress:

Share small successes to reinforce team engagement and motivation.

#5 Encourage Discussion

The Value of Encouraging Discussion

Encouraging discussion and reflection fosters a collective process that integrates diverse perspectives and insights. For Providers and Programme Developers, this step facilitates both workplace and individual reflections, enabling team members and stakeholders to share how implementing Te Ao Māori concepts has influenced their professional and personal growth.

Sharing these findings within and beyond your organisation provides valuable external perspectives, helping to enrich and refine your approach. This collaborative process ensures your programs remain culturally responsive, relevant, and impactful.

Guidance:

01

Schedule regular feedback sessions:

Use team check-ins to reflect on progress and challenges.

02

Encourage individual reflections:

Create opportunities for team members to share personal insights on how these principles are shaping their practices.

03

Document and adapt:

Use feedback to refine your approach and share findings with Māori stakeholders to maintain authenticity and inclusivity.

04

Celebrate achievements:

Recognise collective efforts and use successes to inspire continued engagement.



Extended Skills Framework

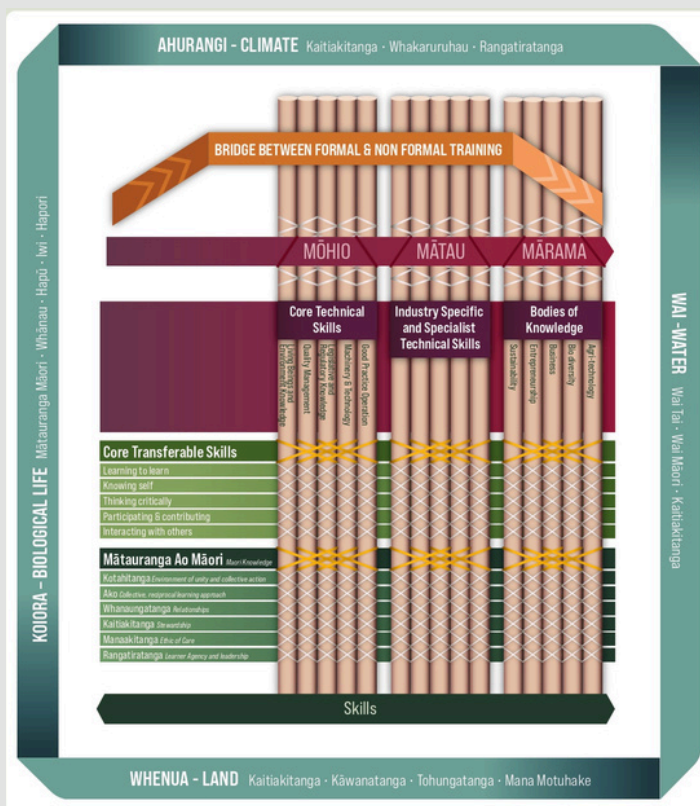
Core Purpose

The Extended Skills Framework is built on Te Ao Māori principles and values, providing a culturally grounded approach to skills development. It guides Providers and Programme Developers in designing programmes that help individuals and organisations understand, apply, and deepen transferable skills.

Empowering Learners

By aligning skills development with cultural values and practical applications, this Framework empowers ākonga to:

- Adapt to challenges
- Thrive in diverse roles
- Contribute meaningfully to their communities and workplaces



Meeting Sector Needs

This resource supports the development of impactful, culturally relevant programmes that recognise and strengthen non-formal skills, providing pathways for these skills to contribute towards qualifications. By addressing the evolving needs of the Food and Fibre sector, it ensures a sustainable and future-focused approach.

Four Guiding Pou

The Framework is surrounded by four Pou (pillars) that reflect the Food and Fibre industry:

- Wai (Water)
- Whenua (Land)
- Ahuarangi (Climate)
- Koiora (Biological Life)

These Pou integrate principles like kaitiakitanga (stewardship) and manaakitanga to ensure sustainability and cultural alignment.

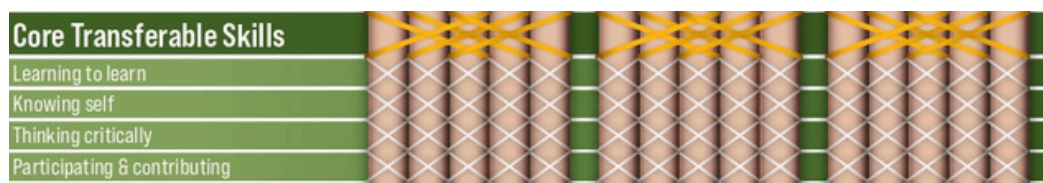
A Tukutuku Design

- The Framework is inspired by Tukutuku (ornamental latticework), traditionally found in whareniui (meeting houses).
- Tukutuku panels tell stories of life, values, and cultural identity through intricate patterns.
- Similarly, this Framework weaves together skills, knowledge, and growth, emphasising their interconnectedness with values and community.

Core Transferable Skills

These are 'skills to build skills': learning to learn, learning for work, and learning for life. The term 'core transferable skills' has been deliberately chosen as these skill sets underpin the ability of individuals to gain, value, extend and transfer any skills or knowledge to different contexts. There are five skill sets that make up the Core Transferable Skills.

Reflecting Mason Durie's **Te Whare Tapa Whā** model, each Core Transferable Skill connects to one of the four sides of the whare, symbolising the strength and stability required for personal and collective success. This connection reinforces the importance of balance in building skills that contribute meaningfully to both individuals and their communities.



Overview

In this section, all five Core Transferable Skills are broken down to provide deeper meaning and understanding, offering Providers and Programme Developers the opportunity for meaningful and authentic application. This is achieved through the inclusion of whakataukī (proverbs) or whakatauākī (attributed proverbs), key elements attached to each skill, scenario examples with considerations, and a goal checklist to guide implementation.

01

Whakataukī/Whakatauākī

Whakataukī and Whakatauākī encapsulate the wisdom, values, and teachings of tūpuna, offering insights into navigating challenges, building resilience, and fostering a strong sense of identity. For providers and program developers, exploring and applying these resources can offer valuable guidance for designing initiatives that support personal growth, enhance collective well-being, and foster meaningful connections. This approach helps create culturally enriched, resilient environments that benefit both individuals and workplaces.

03

Examples and Considerations

These practical scenarios and considerations demonstrate how Core Transferable Skills can be applied in real-world contexts, offering guidance to help Providers and Programme Developers implement these skills effectively in their work.

02

Elements

Each element connects its Core Transferable Skill through a Te Ao Māori perspective, featuring a whakataukī or whakatauākī, definition, explanation, and overview to provide cultural depth and clarity.

04

Goal Checklist

Each Core Transferable Skill includes a goal checklist designed as a starting point for Providers and Programme Developers. This checklist outlines practical steps to integrate these skills into programmes, ensuring meaningful and impactful outcomes.

Sense of Self

“Kia kaha ake te pakiaka,
ka kaha ake te tipu o te
rākau.”

“The stronger the roots,
the stronger the tree will
grow.”

The Value of Sense of Self

Knowing Self is about developing a strong sense of identity, which forms the foundation for growth, resilience, and success. From a Te Ao Māori perspective, this aligns with the concepts of Tūrangawaewae (a place to stand) and Whakapapa (genealogy), emphasising the importance of understanding who you are and your connections to whānau, the community, and the environment. This relational understanding strengthens your roots, enabling you to grow confidently and navigate challenges effectively.

Element Tūrangawaewae:

01

Te Reo Māori:

“Ko taku rekereke, ko taku
Tūrangawaewae.”

02

English:

“Where I dig my heels is where I
make my stand.”

03

Explanation:

This whakataukī refers to the fact that it doesn't matter where you were born or raised, your Tūrangawaewae (place of belonging) is anywhere you feel strong and at home.

Overview:

Tūrangawaewae represents a sense of belonging and grounding, often tied to ancestral lands or spaces where one feels connected and secure. It is both a physical and spiritual foundation that provides stability and purpose.

Element Whakapapa:

01

Te Reo Māori:

“He rau rengarenga nā roto I te
raukura.”

02

English:

“Listen to the whisperings.”

03

Explanation:

Traditionally this whakataukī speaks about healing but it also refers to the importance of listening to your intuition for these are the things of the spirit and our ancestors.

Overview:

Whakapapa refers to genealogy and the interconnectedness of all things. It links individuals to their ancestors, whānau, and the Taiao (the natural world), offering a sense of identity and continuity through generations.

Examples

Encouraging a Sense of Self

Providers and Programme Developers are encouraged to **embed a strong sense of self** within ākonga and participants by incorporating Te Ao Māori principles into their program design and delivery. This approach fosters inclusive environments that empower individuals to explore, embrace, and express their identity within educational and professional settings.

Scenario

A training programme in the Food and Fibre sector highlights whakapapa connections to whenua (land) and traditional practices like kaitiakitanga (guardianship).

Considerations

- Collaborate with iwi and hapū to teach traditional knowledge and its relevance to industry practices.
- Integrate practical tasks, such as sustainable farming projects or environmental conservation, to reinforce ancestral ties to the land.

Scenario

Programmes host workshops or wānanga (learning gatherings) in a local whareniui or culturally significant space. Learners engage in whakawhanaungatanga activities, explore their cultural roots, and reflect on how these spaces contribute to their sense of belonging.

Considerations

- Partner with marae and kaumātua to create immersive learning experiences where learners can connect to traditional spaces.
- Incorporate group discussions, cultural practices, and shared meals to deepen connections and understanding of Tūrangawaewae.

Goal Checklist: Develop a strong sense of identity, grounded in Tūrangawaewae and Whakapapa, to build confidence, resilience, and a foundation for personal and professional growth.

- Include local history, tikanga, and Mātauranga Māori in curriculum design.
- Collaborate with iwi and hapū to embed regional narratives and values.
- Develop activities that encourage learners to explore Tūrangawaewae and Whakapapa.
- Design reflective assessments to help learners understand personal growth and aspirations.

Learning to Learn

“Ko te manu e kai ana ī te miro, nōna te ngahere. Ko te manu e kai ana ī te mātauranga, nōna te ao.”

“The bird that partakes of the miro berry owns the forest. The bird that partakes of knowledge owns the world.”

The Value of learning to learn :

Learning to Learn is about cultivating curiosity, adaptability, and a lifelong approach to acquiring knowledge. From a Te Ao Māori perspective, this aligns with the concept of Ako, which emphasises reciprocal learning—drawing on knowledge from others, knowledge given and received, knowledge shared, and knowledge passed down. Ako reflects a relational process, integrating Mātauranga with contemporary practices to ensure knowledge remains relevant and applicable.

Element

Ako:

01

Te Reo Māori:

“Kia hōhonu ai te puna kupu.”

02

English:

“Let the pool of words fall deep.”

03

Explanation:

This whakataukī suggests that one should strive for depth in understanding and knowledge, valuing profound insights over superficial ones. strong and at home.

Overview:

Ako represents reciprocal learning, where the roles of the teacher and learner are fluid and context-dependent. It highlights the relational aspect of knowledge—knowledge gained, shared, and applied in a way that strengthens both individuals and the collective.

Examples

Encouraging Ako

Providers and Programme Developers are **encouraged to create holistic learning environments** that seamlessly integrate Mātauranga Māori with contemporary practices, fostering reciprocal learning and adaptability. By building strong connections with iwi, hapū, and industry stakeholders, programmes can ground learning in both cultural and practical relevance. Additionally, empowering learners with tools and strategies for lifelong learning ensures they are well-prepared to navigate evolving challenges and opportunities within the Food and Fibre sector.

Scenario

You are looking to design a course module where learners engage with traditional Māori harvesting practices, such as mātauranga related to rongoā (medicine) plants. Learners will apply their knowledge by sharing insights through collaborative presentations or workshops, fostering reciprocal learning and valuing diverse perspectives.

Scenario

You are looking to design a course that includes an interactive workshop where learners explore their whakapapa with guidance from kaumātua, utilising digital tools to document and deepen their understanding of their connections.

Considerations

- Ensure learners have access to knowledgeable kaumātua (elders) or cultural advisors to provide authentic guidance on traditional Māori harvesting practices and Mātauranga Māori.
- Incorporate reflective activities that encourage learners to connect their own experiences and perspectives with what they have learned, promoting deeper engagement and mutual respect.

Considerations

- Provide culturally appropriate resources and support, ensuring kaumātua and other cultural advisors are involved to guide learners respectfully and authentically through the whakapapa mapping process.
- Ensure the digital tools used are accessible and easy to navigate, supporting learners in effectively documenting their whakapapa while preserving cultural integrity.

Goal Checklist: Nurture curiosity, adaptability, and Ako learning, drawing on ancestral wisdom and contemporary practices to navigate challenges and opportunities.

- Design reciprocal learning opportunities that integrate Mātauranga Māori and contemporary practices.
- Provide industry placements and community engagement initiatives for practical learning.
- Develop blended resources combining digital and traditional tools.
- Host hui for knowledge sharing among learners, mentors, and employers.

Thinking Critically

“I orea te tuatara ka patu ki waho.”

“A problem is solved by continuing to find solutions.”

The Value of Thinking Critically:

Thinking Critical involves evaluating information, perspectives, and actions to make informed decisions. A Te Ao Māori approach incorporates values such as manaakitanga and kaitiakitanga, ensuring decisions are made with respect for people and the environment.

Element Mātauranga:

01

Te Reo Māori:

“I orea te tuatara ka patu ki waho.”

02

English:

“A problem is solved by continuing to find solutions.”

03

Explanation:

This whakataukī refers to the need for creative thinking, critical thinking, adaptability and perseverance. To effectively solve a problem, all of these qualities are essential.

Overview:

Refers to the accumulation and application of knowledge, combining traditional wisdom and contemporary understanding. It highlights the importance of critical thinking, creativity, and perseverance in solving problems and making informed decisions that benefit both individuals and the wider collective.

Examples

Encouraging Critical Thinking

Providers and Programme Developers are encouraged to design initiatives that equip ākonga **with tools to foster critical thinking aligned with Te Ao Māori principles**. Educational and training programmes should integrate environmental sustainability, cultural values, and innovative practices, while demonstrating how Mātauranga Māori can inform modern solutions. By embedding these principles into learning pathways, providers can help ākonga develop holistic problem-solving skills that reflect both cultural and environmental responsibility.

Scenario

Providers/Programme Developers are designing a programme for sustainable farming practices that integrates Mātauranga Māori with modern agricultural methods.

Scenario

Providers/Programme Developers design project-based learning opportunities where ākonga apply Mātauranga alongside modern methods.

Scenario

Providers/Programme Developers co-develop programmes with iwi and hapū to ensure content reflects local knowledge and values.

Considerations

- Collaborate with iwi and hapū to incorporate maramataka (Māori lunar calendar) for planting and harvesting, showcasing its relevance to regenerative agriculture.
- Provide case studies that explore how traditional techniques like companion planting improve biodiversity and soil health.

Considerations

- Assign projects like creating sustainable farming or irrigation systems that incorporate Mātauranga Māori.
- Highlight successful case studies where traditional knowledge has been applied to solve contemporary challenges.

Considerations

- Collaborate directly with hapū/iwi to co-create case studies and frameworks that align with their Mātauranga.
- Ensure the programmes foster respect for local environmental practices and cultural protocols.

Goal Checklist: Strengthen critical thinking by integrating Mātauranga Māori and values like Manaakitanga and Kaitiakitanga (guardianship) into decision-making processes.

- Integrate case studies and scenarios that require critical evaluation of real-world challenges.
- Highlight examples of how Mātauranga Māori informs contemporary solutions.
- Foster an inclusive environment that encourages diverse viewpoints.
- Provide training on balancing commercial, social, and environmental goals.

Interacting with Others

“Whīria te tangata, toitū te mātauranga”
 “A problem is solved by continuing to find solutions”

The Value of Interacting with others:

Interacting with Others is about building strong relationships and navigating different social and cultural dynamics. It involves actively listening, recognising diverse points of view, and working collaboratively to share ideas and achieve goals. From a Te Ao Māori perspective, this aligns with the concepts of Whanaungatanga and Manaakitanga, emphasising the importance of connection, mutual respect, and collective knowledge.

Element

Whanaungatanga:

02

Te Reo Māori:

“He hono tangata e kore e motu; ka pa he taura waka e motu.”

English:

Unlike a canoe rope, a human bond cannot be severed.”

03

Explanation:

This whakataukī emphasises the enduring strength of human relationships. It contrasts the unbreakable nature of human bonds with the fragility of physical objects, like a canoe rope. The whakataukī highlights the core value of whanaungatanga. It serves as a powerful reminder to nurture and prioritise relationships within families, communities and experiences to share.

Overview:

Whanaungatanga represents the value of relationships and interconnectedness. It highlights the importance of establishing and maintaining meaningful connections with others, fostering trust, and working collaboratively toward shared goals.

Element

Manaakitanga:

02

Te Reo Māori:

“He aroha whakatō, he aroha puta mai.”

English:

If kindness is sown, then kindness is what you shall receive.”

03

Explanation:

This whakataukī emphasises the reciprocal nature of kindness, suggesting that acts of love and kindness will lead to receiving the same in return. It highlights the importance of generosity and the positive outcomes that arise from nurturing relationships with care and compassion.

Overview:

Manaakitanga reflects the practice of care, respect, and hospitality. It involves creating an inclusive and supportive environment where people feel valued and empowered to contribute.

Examples

Interacting with Others

Providers and Programme Developers are encouraged to **design culturally responsive and inclusive programmes** grounded in Whanaungatanga (relationships) and Manaakitanga (care and respect). This involves fostering strong, meaningful relationships, incorporating diverse perspectives, and creating collaborative initiatives that reflect mutual respect and shared values. Ongoing consultation and engagement with iwi, hapū, and other stakeholders are essential to ensure diverse voices inform decision-making and programme development. By prioritising trust, respect, and cultural understanding, Providers and Programme Developers can create programmes that empower participants, promote inclusivity, and cultivate a strong sense of belonging.

Scenario

Integrate flexible learning options (e.g., oral learning, wānanga based) to accommodate diverse learner needs while embedding cultural practices.

Considerations

- Use culturally responsive teaching tools to connect with ākonga from diverse backgrounds.
- Prioritise creating a welcoming environment where ākonga feel safe to share ideas.

Scenario

Establish peer mentoring systems where experienced ākonga support new participants in navigating the programme.

Considerations

- Pair mentors and mentees thoughtfully to encourage meaningful connections.
- Provide training for mentors to demonstrate whanaungatanga through support and collaboration.

Scenario

(Design collaborative group projects where learners work together to achieve a shared goal, encouraging teamwork and connection.)
In a horticulture course, learners team up to plan and implement a community garden that incorporates traditional Māori planting techniques (maramataka).

Considerations

- Create opportunities for ākonga to share their strengths and cultural knowledge.
- Facilitate reflection sessions to strengthen relationships and collective learning.

Goal Checklist: Build meaningful relationships through Whanaungatanga and Manaakitanga, promoting collaboration and mutual respect.

- Co-develop programmes with iwi and hapū to reflect shared values.
- Facilitate hui to gather diverse input for curriculum design.
- Include collaborative projects that foster teamwork and mutual respect.
- Incorporate tikanga Māori practices like karakia and waiata into learning sessions.

Participating and Contributing to Others:

“Taakiri tū te kōtahitanga,
taakiri tū te mana
Motuhake.”

“Independence is strong,
unity is stronger.”

The Value of Participating and Contributing to others:

Participating and Contributing is about being an active member of your community, building connections, and creating opportunities for others to succeed. It involves understanding the balance between rights, roles, and responsibilities to ensure a quality environment for everyone. From a Te Ao Māori perspective, this aligns with the concepts of Kotahitanga (unity) and Kaitiakitanga, emphasising collaboration, collective well-being, and shared responsibility.

Element Kōtahitanga:

01

Te Reo Māori:

“Nāu te rourou, nāku te rourou, ka ora ai te iwi.”

02

English:

“With your food basket and my food basket, the people will thrive.”

03

Explanation:

This whakataukī highlights the power of unity and collective effort. It's a powerful statement about the importance of community, reciprocity, and working together.

Overview:

Kaitiakitanga reflects the responsibility of guardianship and care. It involves protecting and nurturing people, places, and environments to ensure they thrive for current and future generations.

Examples

Participation and contribution to others

Providers and Programme Developers can **create inclusive and sustainable programmes** by embedding Te Ao Māori principles such as Kotahitanga (unity) and Kaitiakitanga. This involves collaborating with hapū and iwi to integrate Mātauranga Māori into programme design and delivery, while supporting initiatives such as cultural competency training and environmental projects. By promoting collective purpose and sustainability, Providers and Programme Developers empower ākonga to contribute meaningfully to a culturally aligned, resilient, and future-focused sector.

Scenario

A vocational course on forestry practices is co-designed with iwi, educational providers, and industry leaders to align with both environmental and cultural goals.

Scenario

A programme teaches ākonga sustainable land management practices by combining Mātauranga Māori and modern environmental science.

Scenario

A training programme involves ākonga working in teams to develop a community-based sustainability project, such as establishing a shared garden for local food production.

Considerations

- Hold co-design workshops to ensure all voices are heard and incorporated, fostering shared ownership.
- Highlight collective success by celebrating achievements and progress with all stakeholders involved.

Considerations

- Incorporate practices like rāhui (temporary bans) and regenerative farming to demonstrate environmental guardianship.
- Partner with iwi or hapū to provide cultural context and ensure the principles of kaitiakitanga are authentically embedded.

Considerations

- Foster teamwork by ensuring every participant's voice and contribution is valued, aligning with the principle of collective effort.
- Collaborate with iwi/hapū or community leaders to ensure the project aligns with local needs and cultural values.

Goal Checklist: Actively engage in building connections, creating opportunities for others, and balancing rights, roles, and responsibilities to support collective success.

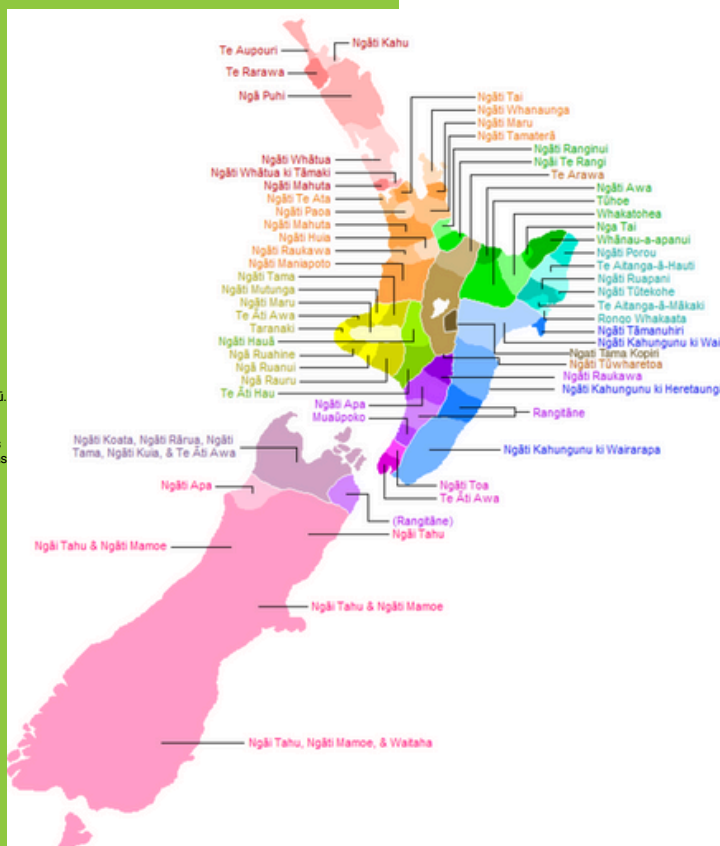
- Develop programmes that align with community-building and sustainability goals.
- Facilitate connections between learners, mentors, and industry leaders.
- Create spaces for learners to actively contribute to community initiatives.
- Promote co-design to ensure shared ownership of outcomes.

Iwi and Hapū Ecosystem

The Māori Ecosystem at a glance

The Māori ecosystem is made up of hapū and iwi across Aotearoa (New Zealand). Each hapū and iwi carries its own unique whakapapa, tikanga, and connection to their whenua (land). While each iwi and hapū has its own guiding values, principles, goals, and aspirations, a common thread often found is the commitment to the care and well-being of their people, with a strong focus on creating a thriving future for generations to come.

The map below illustrates the geographic distribution of hapū and iwi across Aotearoa, showcasing the diversity and strength of Māori communities and their vital role within the Māori ecosystem.



Navigating Relationships

Navigating engagement with mana whenua can be challenging, particularly when determining who to approach. With many iwi and hapū, each holding the mana to speak for themselves, the process may feel complex. Additionally, the establishment of Post-Settlement Governance Entities (PSGEs) has added layers to the ecosystem, which can create uncertainty for those unfamiliar with it.

To ensure meaningful and effective engagement, we recommend seeking guidance from a cultural advisor. These professionals can help identify the appropriate hapū or iwi to engage with, ensuring your approach is respectful and aligns with tikanga Māori.

Tips and Tricks



These tips and tricks are designed to support the integration of Te Ao Māori principles into programmes and initiatives. Start with small, intentional steps, focus on building meaningful connections, and create space for ongoing learning and growth. This journey is about making progress, fostering reflection, and cultivating an inclusive environment where everyone has the opportunity to thrive.

Build Relationships First: Focus on forming genuine connections with whānau, hapū, iwi, and communities before diving into formal processes.

Be Patient: Cultural integration and meaningful engagement take time—allow space for learning and adaptation.

Celebrate Progress: Acknowledge and share even small successes to inspire and motivate ongoing efforts.

Respect Diversity: Understand that interpretations and practices may vary among Māori communities—adapt and learn accordingly.

Collaborate Widely: Partner with iwi, hapū, and community organisations to co-design culturally grounded programmes.

Embed Mātauranga Māori: Incorporate Māori knowledge and frameworks meaningfully into curricula and activities.

Create Safe Spaces: Ensure learning environments are inclusive, welcoming, and culturally sensitive.

Prioritise Real-World Applications: Use practical examples and scenarios to illustrate concepts and ensure relevance.







Iterate and Improve: Treat the process as ongoing—adapt and refine programmes based on feedback and outcomes.

Engaging with Hapū and Iwi

Do's

-  **Build Relationships First:**
 - Prioritise relationship-building (whanaungatanga) over immediate outcomes or formal agreements.
 - Attend local events and hui (meetings) to show respect and genuine interest in the community.
-  **Engage Early and Often:**
 - Consult with whānau, hapū or iwi early in your planning or decision-making processes to incorporate their perspectives meaningfully.
-  **Respect Tikanga:**
 - Follow local protocols for hui, including pōwhiri (welcoming ceremonies) or mihi (acknowledgments), as guided by the host.
-  **Show Gratitude:**
 - Acknowledge the contributions of Māori participants through formal thanks, koha (gifts), or other appropriate gestures.
-  **Listen Actively:**
 - Give space for Māori voices and perspectives. Practice active listening to understand their priorities and values fully.
-  **Involve Cultural Advisors:**
 - Engage with cultural advisors, Māori leaders or kaumātua to guide culturally sensitive practices.
-  **Be Transparent:**
 - Clearly communicate intentions, goals, and limitations of the engagement process. Honesty builds trust.

Don'ts

-  **Don't Make Assumptions:**
 - Avoid assuming that all Māori communities share the same tikanga, kawa (protocols) or values. Each hapū and iwi are unique.
-  **Don't Rush the Process:**
 - Building relationships and consensus takes time. Avoid imposing tight deadlines that could undermine the engagement.
-  **Don't Tokenise or Exploit:**
 - Do not involve Māori communities solely for symbolic purposes. Ensure their input genuinely shapes outcomes.
-  **Don't Overlook Protocols:**
 - Ignoring or dismissing tikanga can be seen as disrespectful.
-  **Don't Assume Prior Knowledge:**
 - Do not assume that everyone in the community is familiar with the same practices, roles, or cultural protocols.
-  **Don't Use Māori Symbols Inappropriately:**
 - Avoid using Māori cultural symbols, language, or stories without permission or understanding their significance.

Glossary

Kupu Māori | English Translation

Ako	Learning and teaching; often refers to a reciprocal learning process.
Ahuarangi	Climate
Awa	River, symbolising flow and connection between people and the land.
Iwi	Extended kinship group, tribe, nation, people, nationality, race - often refers to a large group of people descended from a common ancestor and associated with a distinct territory.
Kaitiakitanga	Guardianship, stewardship; often used in relation to the care and protection of the environment.
Kete	Basket, often used metaphorically to represent knowledge or skills.
Koiora	Biological Life
Kōrero	Speech, discussion, conversation.
Kōtahitanga	Collective unity or togetherness, highlighting the power of working together.
Marama	Moon, to be clear, light, easy to understand, lucid, bright, transparent.
Manu	Bird, often used metaphorically to symbolise learning or individuals in the context of proverbs.
Mana	Prestige, authority, control, power, influence, status, spiritual power, charisma - mana is a supernatural force in a person, place or object.
Manaakitanga	Hospitality, kindness, generosity, and support; the process of showing respect and care for others.
Mana Mōtuhake	Separate identity, autonomy, self-government, self-determination, independence, sovereignty, authority - mana through self-determination and control over one's own destiny.
Māori	Indigenous people of New Zealand.
Mārama	Enlightenment, understanding.
Mātau	Expertise, competent, clever, knowledgeable, or to understand.
Mātauranga	Knowledge, education, or wisdom.
Mātauranga Māori	Māori knowledge - the body of knowledge originating from Māori ancestors, including the Māori world view and perspectives, Māori creativity and cultural practices.
Miro	A type of berry, often used in proverbs to symbolise sustenance or knowledge.
Mōhio	To know, understand, realise, comprehend, recognise.
Ngahere	Forest, symbolising the natural environment or a community of knowledge.
Pakiaka	Roots, referring metaphorically to one's foundation or origin.
Pakiwaitara	Stories or narratives, often passed down through generations.
Poi	A lightweight ball swung rhythmically, used in metaphor to symbolise preparation or focus.
Rākau	Tree, often symbolising growth or development.
Rangatira	Chiefly, to be of high rank, become of high rank, enobled, rich, well off, noble, esteemed, revered.
Reo	Language or voice.
Rourou	Basket, used in a metaphorical sense to symbolise contributions or resources brought together for the good of the community.
Taiaha	A traditional Māori weapon, used metaphorically to refer to preparedness and focus.
Tangata	To be a person, human being, individual.
Te Ao Māori	The Māori worldview, encompassing their beliefs, values, and way of understanding the world.
Toi Māori	Traditional and contemporary Māori art forms, including visual arts, carving (whakairo), weaving (raranga), painting, and tattooing (tā moko).
Tukutuku	Lattice panels, typically found on the walls of whareni (meeting houses), often used for storytelling through patterns.
Tūrangawaewae	A place to stand; a place of belonging or connection, often referring to one's home or ancestral land.
Wai	Water
Wairua	spirit, soul - spirit of a person which exists beyond death.
Whakatauāki	Proverb or saying attributed to a known person, often a leader or someone of significance, expressing personal views or philosophies.
Whakatauāki	Proverb or saying that expresses wisdom or advice with no known author.
Whakapapa	Genealogy or lineage; the understanding of one's background and family history.
Whānau	Family or extended family.
Whanaungatanga	Relationship, kinship, sense of connection and belonging within a group, community or collective.

**"NĀU TE ROUROU, NĀKU TE ROUROU, KA ORA
AI TE IWI."**

**"WITH YOUR BASKET AND MY BASKET, THE
PEOPLE WILL THRIVE."**

NGĀ MIHI