



MANA TANGATA YOUTH LEADERSHIP REPORT 2020 COHORT

**WHAIA TE ITI KAHURANGI KI TE TUOHU KOE HE MAUNGA TEITEI
SEEK THE TREASURE YOU VALUE MOST DEARLY; IF YOU BOW YOUR
HEAD LET IT BE BEFORE A LOFTY MOUNTAIN**

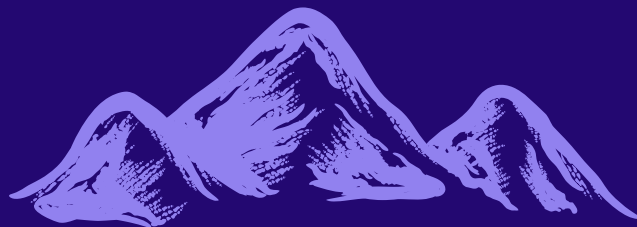


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Pam Fergusson Charitable Trust
14 Watene Road
Mt Wellington, Auckland
0274971234
www.pamfergusson.org.nz
team@pamfergusson.org.nz

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Ngā Mihi
Thanks



INTRODUCTION



Background

The OMGTech! Youth Leadership Programme Mana Tangata is a youth technology mentorship programme that OMGTech! It is aimed at rangatahi aged 14 to 18 years old who come from communities around Aotearoa NZ that are under-represented in technology sectors. The mentors are technology experts currently working in the tech or science sector.

The first Mana Tangata Programme took place in 2017 and consisted of 20 mentees and 20 mentors coming from all over Aotearoa New Zealand. The programme ran for nine months

The second Mana Tangata Programme took place in 2018 and consisted of 30 mentees and 30 mentors coming from all over Aotearoa New Zealand. The programme ran for nine months

In 2020 we had our third cohort with 23 Mentors and 25 Mentees from Te Ika a Maui - the north island. The programme ran for twelve months

The 2020 cohort was significantly affected by COVID19 and the programme was adjusted to enable new approaches to these challenges.

Mana Tangata is currently funded by the Ministry of youth development.

Impact Model

By developing young people who otherwise would not get the opportunities in:

- Leadership Development
- Technical Skills Development
- Industry Connectedness
- Creativity, Curiosity, and Inventiveness

We will create leaders who can use technology to achieve their aspirations and will focus on building solutions using tech for problems that no one else does.

About the name of the programme

Mana atua, mana whenua, mana tangata

Our mana is actualisation, the realisation of our tapu...

All the mana of the human person can be seen as coming from the three sources and is named from those sources – mana whenua from the power of the land, mana tangata from our bond with the people, and mana atua, from our bond with the spiritual powers and ultimately with Io. (Shirres, 1997)

Our programme supports the journey our rangatahi are on to support their people.

About the Whakatauki on the cover and why we reference it...

This whakatauki is about aiming high or for what is truly valuable, but its real message is to be persistent and do not let obstacles stop you reaching your goals. We use this as a guiding whakatauki to show our rangatahi their potential and aspirations they can reach.

OVERVIEW

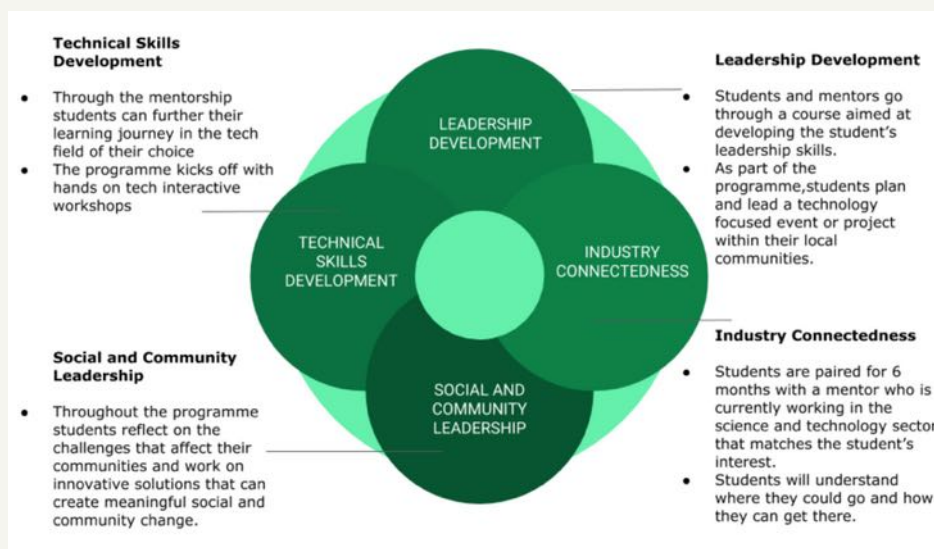
Mana Tangata creates a unique space where young people from diverse backgrounds, and at different abilities, interact and dream about the future of Aotearoa and how technology can support this, alongside those that are building it today.

During the programme rangatahi attend three wānanga, are mentored bi-monthly, and with support, they ideate and run a technology-focused community initiative (an event or project). It's designed to be reflective of the unique aspirations of rangatahi, and ensure their cultures and beliefs are explored and reflected.

Mana Tangata is strengths based and focuses on:

- Whakawhanaungatanga and tuakana-teina, where mentees and mentors foster relationships and learn from each other.

- Technical skills development - rangatahi are introduced to new skills through technology wānanga. Development continues throughout the mentorship by mentors who support rangatahi to expand their learning in the tech field of their choice.
- Leadership development, where mentees explore various leadership concepts (both western and indigenous, locally and nationally) and focus on themselves as leaders in their communities.
- Industry connectedness - through mentors who currently work in the IT sector, rangatahi will develop connections in the tech industry and get an understanding of where they could go and how they can get there.
- Social and community leadership - mentees will be asked to reflect on the challenges that affect their communities, and work on innovative solutions that can create meaningful social and community change. They'll gain an understanding of how technology can be used to intertwine their unique culture and history.



Model for programme developed by the PFCT team

PROGRAMME FORMAT

WĀNANGA 1 COURSE WORK WĀNANGA 2 PROJECT WORK WĀNANGA 3



3 Day Wānanga in which mentees and mentors get to know each other

Tech Workshops
Industry Visit

Mentors and mentees meet face to face or online every fortnight and go through a course focused on developing leadership and tech skills

3 Day Wānanga for mentees only

Interactive workshops in tech and ideation planning for

Projects started

Mentees plan and produce or run their project with the support of their mentors and the PFCT team

3 Day Wānanga for mentees and mentors to connect

Mentees showcase their project or event

Celebrate successes

The programme involves 3 wānanga. Having two and three-day events enables students to develop a sense of whānau with the other students and mentors. Being face to face with other students who share the same passions and interests is really important for students, especially for the ones from rural areas. The programme coordinator also organises face to face or online meetings throughout the programme to check on the mentors and mentees' progress.

During the first 3 months, mentors and mentees meet face to face or online every fortnight and go through a course focussed on developing leadership and tech skills. In the last 3 months, the students plan to focus on prototyping and running a project or event for their community.

In between wānanga, the students and mentors stayed connected via the closed Facebook group and emails.

We use marae as a venue as part of the programme to locate the learning within the specific context of Aotearoa. We incorporate mātauranga Māori into the programme and include Te Ao Māori principles and practices in the design of the programme.

98%
MAORI PARTICIPANTS

PROGRAMME CONTENT

MILESTONES

1

HONONGA

Get to know each other - their visions and interests in technology

Have a solid plan for how to work together moving forward

Have explored at least 1 leadership topic

Have explored at least 1 technology topic

3

WHAI WĀHITANGA

To be decided with your mentor

5

TE RANGAHAU ME TE AROTAKE

Feedback to programme results of the project or event

Plan for whats next after mentorship and pathway forward

The mentors and mentees were given a workbook with leadership and tech topics they could choose from and a timeline of the programme with different milestones to set. This allows them to set up a program tailored to the individual requirements and aspirations of the mentee.

After each milestone, an evaluation is carried out by the programme lead who gets in touch with the mentees and mentors and track their progress.

2

MĀTAURANGA

Decide on your community project or event and have set your milestones to achieve this

Have explored at least 3 leadership topics

Have explored at least 3 technology topics

Explore design thinking and ideation frameworks

4

WHAKAMANA

To be decided with your mentor

LINK TO WORKBOOK

[BIT.LY/3YWZ0VM](https://bit.ly/3YWZ0VM)

DESIGN PRINCIPLES

These are the following programme design elements that are the basis of the programme from Ara Taiohi:



HONONGA

Hononga is about joining and connection. Linked to whakapapa, it is about connection to people, land/whenua, resources, spirituality, the digital world and the environment. When we understand hononga we recognise all the connected relationships in a young person's world (whānau, peers, school, the community), and the places and spaces that support these. Young people are supported to identify and strengthen these connections.



MĀTAURANGA

Mātauranga refers to knowledge, wisdom, understanding and skill. Good information is useful, timely, meaningful, honours indigenous thinking, evidence based and translated for the recipient to reflect on. Being empowered by rich and diverse mātauranga informs both young people and people who work with young people towards personal growth. Young people are supported to holistically make positive choices for them, and their whānau.



TE AO AND WHAI WĀHITANGA

Mana is the authority we inherit at birth and we accrue over our lifetime. It determines the right of a young person to have agency in their lives and the decisions that affect them. It acknowledges agency, empowered citizenship and authentic learning. From this flows whai wāhitanga, participation. We empower participation when we allow all young people to navigate and participate in the world, rather than privileging the voices of a few. Young people are supported to choose their level of engagement in decisions that affect them.



MANAAKITANGA AND WHAKAMANA

Whakamana encourages us to recognise the mana of young people and their families, and consider how we might enhance this mana. It means supporting young people to be the best they can be, or to meet their potential. It also means that young people act in ways that enable others to be their best, and are respectful of and support others to reach their potential. Manaakitanga is expressing kindness and respect for others, emphasising responsibility and reciprocity.



WHANAUNGATANGA AND TE RANGAHAU ME TE AROTAKI

Te Rangahau me te Arotake means our programme is informed by relevant research and evidence. Participants source indigenous, local, national and international research that enhances their knowledge and skill base. We ensure that the programme is evaluated to support improvement. Whanaungatanga is about relationships. It relates to all relationships in a young person's life, including those in the digital space. When we prioritise whanaungatanga we invest in high trust relationships that are reciprocal, genuine and authentic. Young people are supported, with a strong foundation of belonging.

PROGRAMME UPDATES

These are the following programme design elements we updated from previous iterations of the programme:

CHANGE	DETAILS	OUTCOME
Start & End Dates	Run Term 1 to Term 3 to miss exams	Covid delayed so ended in December anyway.
Student numbers	manageable cohort number	25 students recruited and engaged
Projects and events	Could chose a tech project or event	Better personalisation and engagement
Longer Wānanga	Extended to 2 nights and 3 days	Students got more time for Whanaungatanga
Te Ao Māori	Mātauranga and Te Ao Maori content	Ko au, ko koe, ko tātou. Authentic & engaging
Technical mentor	Key person for technical queries	Allowed more in depth projects and exploration
Community lead	Mentor and mentee support person	Regular checkins meant more stickability
Site visits	Visited tech companies	First hand experiences from 3 tech companies
Mentor Training	Mana Taiohi Youth work framework	Confident working in a Te Aō Maori kaupapa as well as be effective and safe working with youth
Communication	Used Slack and Facebook for comms	Ongoing alumni engagement with facebook group

HIGHLIGHTS

We successfully advertised the programme and recruited 25 young people and 23 mentors who fit our criteria.

We organised and ran a very successful three-day launch event for young people and mentors at the Institute of Awesome in Raglan from 31 January to 2nd February 2020.

Instead of holding a face-to-face wananga with our rangatahi, we successfully pivoted our program and organised and ran an online event for the programme's participants in May during the COVID-19 lockdown.

We organised and ran a successful waanaga at Makaurau Marae and the students got to understand the history of Ihumātao



WĀNAGA TAHI LAUNCH EVENT

Our first event was all about building relationships and a shared understanding. It focused on Hononga and Whanaungatanga .

It took place for 3 days and two nights at the Institute of Awesome in Whaingaroa. .

There were several out comes we designed this wānanga to fulfil:

- Get to know each other
- Feel part of a group
- Understand the programme
- Understand technology can be used to solve or linked to topics and issues
- Help our rangatahi dream big
- Train our mentors
- Have an understanding of potential projects that could be undertaken
- Have our mentors and mentee feel Inspired; Excited; Enthusiastic; and committed

To achieve these outcomes through the wānanga we ran several whanaungatanga workshops to allow the group to form strong bonds. These were Mentor-Mentor, Mentee - Mentee, and Mentee - Mentor.

We ran technology intro workshops on several themes. These included Robotics, Enviro Tech, Wearables, Nature apps and more.



WATCH VIDEO HERE:
[YOUTU.BE/PFFSLTCVTEQ](https://www.youtube.com/watch?v=PFFSLTCVTEQ)

The mentees and their mentors worked in groups to develop and pitch an app idea to solve a community problem from a list of problems posed to them by stakeholders from the Institute of Awesome.

In groups of approximately six they:

- Ideated solutions and chose one
- Developed a solution that involved technology - This technology did not need to currently exist
- Made a paper prototype or a tech prototype
- Developed a pitch
- Pitched their idea in front of the wider group to the stakeholders
- Got feedback on their ideas from the stakeholders

The rangatahi also visited local technology company Aeronavics, who are one of Aotearoa leading Drone manufacturers. They got to tour their factory and have a demonstration of their. They learnt about how Aeronavics are using High performance robust aircraft - for precision 3D terrain mapping, aerial Inspection and more

WĀNAGA TAHI

EVALUATIONS AND FEEDBACK

Mentee Feedback from the event



What was your favorite part of the weekend?

"Making new relationships but also seeing what your program has to offer"

"The workshop where you had to solve a future problem"

"that app making pitch session"

Do you feel like you have formed a good bond over the weekend with your mentor?

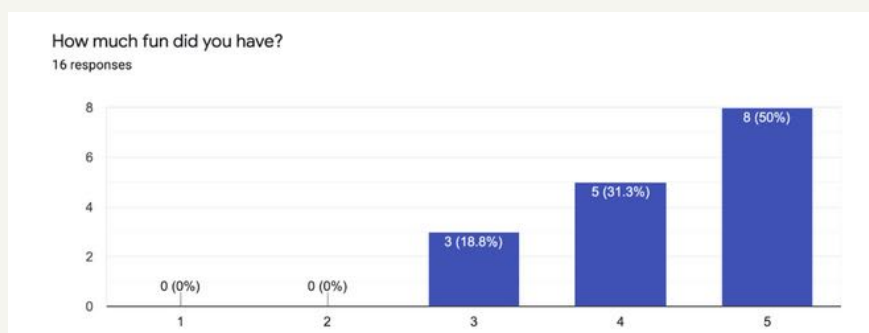
Why? or Why not?

"Yes ,well we have notice we are similar in thinking and personality and I find it calming"

"I feel I have connected with my mentor very well and understood where we could help each other."

"i did form a good one with my mentor cause she makes apps and does animation and that is amazing"

Mentor Feedback from the event



What was your favorite part of the Weekend?

"Meeting my mentee and learning about his art"

"Meeting my mentee and the interactive activities we got to do"

"Problem solving and prototyping exercise"

How are you feeling about the programme and your involvement now that you have met your mentee?

"Yea pumped"

"I honestly cannot wait to see where this goes and to help my mentee in any way I can"

"I'm excited I've been to a mentoring programme before and this is way more better and more understanding"

25

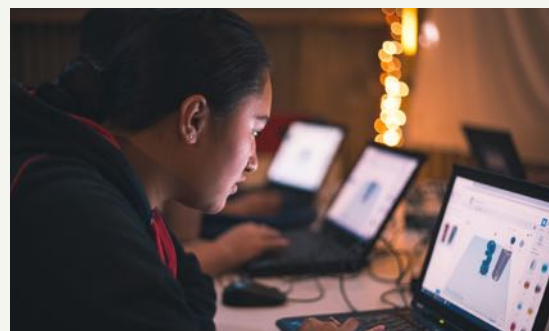
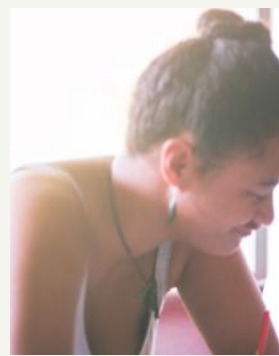
Rangatahi mentees

25

Industry Mentors

13

New product ideas created and pitched



WĀNAGA RUA ONLINE EVENT

We organised and ran an online wānanga for the Mentees in May during the lockdown.

Due to Covid-19 we had to host our second event online and increase pastoral care to ensure our Mentors and Young people had enough capacity to continue on the programme.

We decided to run a more advanced ideation session during the online event so that the young people could learn how to come up with ideas and make a plan for their tech project.

Students learnt about lean canvases which is a resource highly used in the work environment.

During the online event they also had the opportunity to choose to participate in practical hands- on sessions that mostly suited their interest and learnt skills in app development, website development, game development, video making and animation.

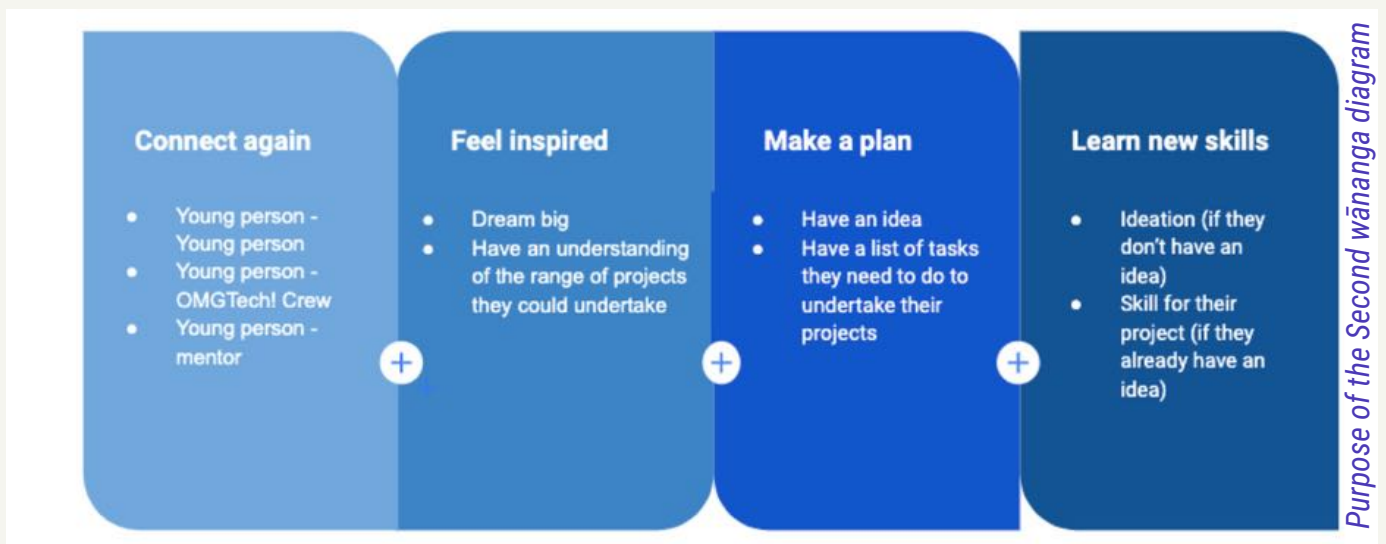


WATCH VIDEO HERE:

[YOUTU.BE/DF5ZTBXAEMI](https://youtu.be/DF5ZTBXAEMI)

The May online wānanga meant that

- We were able to strengthen our connections with our young people during the lockdown
- We were able to continue to inspire our young people to dream big and come up with ideas for their projects
- Young people developed new skills and were regularly involved in decision making.
- Young people chose which workshops were offered, with kaupapa/ content including ideation, app development, how to make a website, how to make a game, how to make a video tutorial and animation.
- The event spurred mentors and mentees to meet more regularly and arrange to start meeting in person again after the lockdown. Many young people started working on their final project in the May event, for completion at the end of September.



WĀNAGA TORU FINAL EVENT

In December 2020, 26 young people and whanau connected together in a two night wānaga at Makaurau Marae.

Approximately 26 rangatahi participated in the final wānaga and showcased their projects to whanau and the wider community.

Young people did a workshop on water pollution and conducted water testing experiments with Te Pua-nga Maara, a matauranga led science group in Tamaki Makaurau.

Young people went on workplace tours at Xero and Vend and met with industry professionals to learn about the culture of technology and the roles available to them in the tech industry.

Young people did a workshop on creative design and modern manufacturing in which they designed digital artwork for their own water bottles. This was then printed and applied using vinyl cutting software.

Young people did an app design workshop where they prototyped an app to solve an issue that was meaningful for them. They worked in groups of 2 to design, prototype and pitch their app ideas to a panel of industry experts.

Young people got the opportunity to hikoi with Manawhenua to Ihumatao and learnt about the whakapapa, history and pūrakau that influences the people of the whenua today. They explored the tuku iho of the area and how traditionally kai was grown as well as the current use of the land.



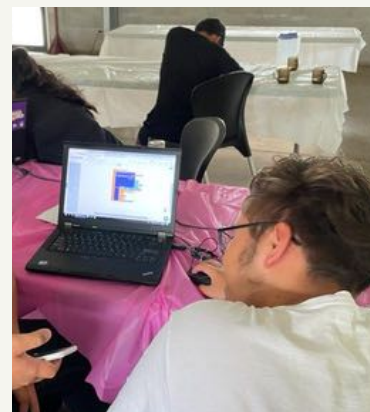
WATCH VIDEO HERE:
[YOUTU.BE/UG_J80KXHLE](https://youtu.be/UG_J80KXHLE)

Both young people and whanau were profoundly moved by the historical journey to Ihumatao and the whakapapa korero and matauranga shared by Manawhenua, Whaea Kowhai. For many of the young people living outside of Tamaki Makaurau, they felt privileged to be taught from the manawhenua of those lands.

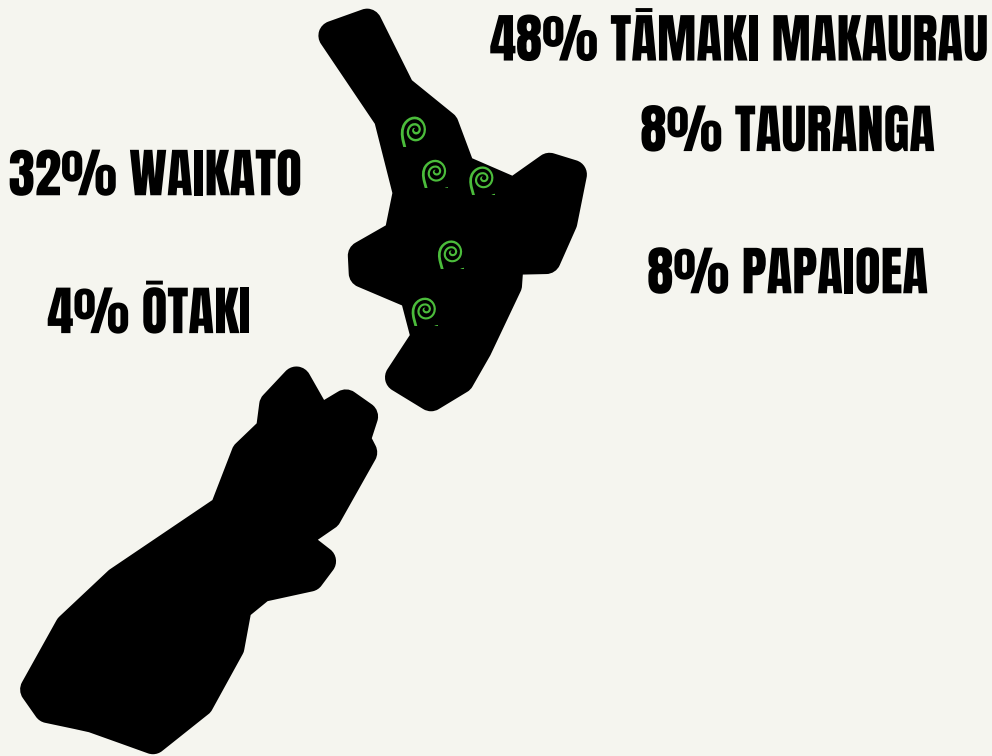
Everyone got to stay at the Marae and collectively bond, which is hugely beneficial for each of them to share and bond over shared interests. Our feedback suggests that many of the cohort still keep in touch.

One of our groups presented their project (PARA Patrol) and brought their youth group along to show us the great work they had done in their community. It allowed their young people to come along and participate in several of the workshops and the workplace visits to industry leaders.

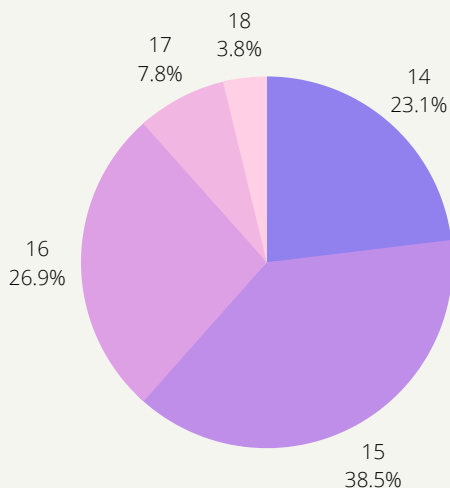
While not all of our young people were able to make the final wananga, they are still keen to participate in further programmes with Pam Fergusson and would like to actively participate in the next programme to continue the rangatahi's learning. We would like to find opportunities to allow this to happen.



2020 COHORT WHO ARE THEY?



PARTICIPANT AGES



25

Rangatahi Mentees

40%

Female

90%

Maori

0%

Pacifica

8%

Asian

4%

NZ European

NGĀ MIHI & THANKS

We would like to thank our 2020 Mentors:

Alice Gatland
Amber Taylor
Andrew Plunket
Cecilia Lynch
Cherese Eriepa
Eteroa Lafaele

Faith Curtis-Flavell
Felicity Powell
Geoff Bently
Ian Tairea
Alex Whitcombe
Isaac Warbrick

Jackson Currie
Jess Leigh
Kelley Williams
Lance Monu
Louisa Plumpton
Mikara Dargaville

Priyanka Giri
Rakshit Bhaskar
Ryuji Battad
Terence Osmena
Tim Wharewaka
Walter Lim

Ngaa Mihi nui to the Tangata Whenua of Aotearoa whose land we inhabit as Tangata Tiriti.

We would like to thank and acknowledge Ngāti Te Ahiwaru - Ngāti Māhuta mana whenua of Ihumātao who hosted our rangatahi at Makaurau Marae

We would like to acknowledge Ngati Maahanga-Hourua, Ngati Koata, Ngati Tahinga, and Tainui who are mana whenua of Whaingaroa where the Institute of Awesome is located and our first waanaga was hosted.

To the participants in this programme

Who choose to undertake an unknown path to benefit themselves and their communities – thank you for sharing yourself, opening yourselves up to trial and error, finding success as well as ongoing challenges. Your collective experiences provide a diversity of thought that reflect the everyday joy and struggle of using technology as Māori and non-Māori in Aotearoa today.

Finally, we acknowledge our ancestors and those of our programme participants and our responsibility to the world in which they lived whereby te ao Māori was natural, normal and flourishing.

WE THANK YOU FOR YOUR CONTINUED SUPPORT