

why©RA



**ANNUAL REPORT
2022**



MIHI

Tēnā koutou, tēnā koutou, tēnā koutou katoa. Welcome to the Why Ora (Whakatipuranga Rima Rau Trust) Annual Report for the 2022 Financial Year.

VISION

Māori are active participants in the Taranaki workforce, across government agencies, services and industry. This is reflected through their respective workforces in which Māori are equal in proportion to their total population share, working across all occupational groups.

MISSION

To provide an ongoing supply of skilled and qualified Māori for employment into the Taranaki health and disability clinical and non-clinical workforce; and
To work with relevant partners in other agencies, services and/or industry to act as a coordination point for profiling career opportunities for whānau and streaming the potential workforce into their preferred career option pathways.

Why Ora Values

Matātika: we strive to do the right thing, we are ethical; unbiased, honest, and fair in our dealings with each other and all people

Āta Mātai: we are adaptable and open to new ideas. We are courageous and use our creativity to continually improve and explore better ways of doing things

Whanaungatanga: we acknowledge everyone's uniqueness, promote sharing, strengthening of connections and capacity, collaboration and working together

Manaakitanga: we genuinely nurture, encourage, respect and care for one another

BOARD REPRESENTATIVES



Chair
Te Pahunga Marty Davis
Te Pūnanga Ora



Gloria Campbell
Ministry of Social
Development



Kate Emery
Te Whatu Ora Taranaki



Te Oti Katene
Te Whare Pūnanga Kōrero
- finished 2022



Eileen Hall
Te Pūnanga Ora



Lu Scanlon
Ministry of Social
Development



Megan Tahere
Taranaki District Health
Board *- finished 2022*



Charles Hunt
Taranaki District Health
Board *- finished 2022*

WHY ORA KAIMAHI



Pou Whakahaere
Chief Executive
Tanya Anaha



Pou Arataki/ Operations
Manager
Sherrie Flanagan



Poutaiwhanga/ Office
Manager
Olivia Ratana



Kaiārahi
Michelle Martin



Kaiārahi
Trent Hohaia



Kaiārahi
Katie Walsh



Kaiārahi
Liahna Smith



Kaiārahi
Rory Maxwell



Kaiārahi
Graham Jones



Kaiārahi
Karena Ngarewa-Cribb
- finished 2022



Contractor
Danae Etches

CHAIRPERSON'S STATEMENT



Tūhononga : Manaakitanga : Umanga

Connections | Support | Careers

Tēnei te arā o Ranginui
Tēnei te arā o Ranginui e tū iho nei
Tēnei te arā o Papatūānuku e takato ake nei
E rarau ngā tapuwae o tane ki waho
Nōu mai te pō, tēnei te wā

Tēnā koutou katoa. It is with pleasure that I present my sixth annual report to the Whakatipuranga Rima Rau Trust (the Trust), operating as Why Ora, for the reporting period 1 January to 31 December 2022.

ACKNOWLEDGEMENT:

I wish to acknowledge the support of our partners and funders during the 2022 year, including;

- Taranaki District Health Board up until 30 June 2022/ then Te Whatu Ora Taranaki from 1 July 2022 - for continued support of Why Ora programmes
- Ministry of Social Development – for support to engage with rangatahi not in employment, education or training into meaningful opportunities through the He Poutama Rangatahi Fund and for financial support towards cadetships
- Peter McKenzie Project (JR McKenzie Trust) for support so that Taranaki whānau can flourish. In 2022 we welcomed in their wonderful new Director Lili Tuioti.
- Toi Foundation for continued strategic support contributing towards our outcomes to increase equity for Māori in Taranaki
- Ministry of Health towards supporting Why Ora to provide support packs for whānau

STRATEGY

In 2022 we continued our workforce strategies empowering Māori career and employment aspirations so that whānau can flourish in Taranaki. We worked with our strategic partners across the health and education sectors, iwi, government and community.

We continued our joint venture partnership with Te Whatu Ora, to lead Māori workforce development and research, and contribute to Taranaki Māori Health equity.

2022 was a year of significant change for the health sector as part of the national health reforms to bring greater equity and wellbeing to our communities.

In July 2022 our long-term partner (and a founding entity) the Taranaki District Health Board was disestablished, replaced by Te Whatu Ora (Health New Zealand), and Te Aka Whai Ora (the Māori Health Authority).

Meanwhile, Te Whare Pūnanga Kōrero Trust transitioned to become Te Pūnanga Ora (the Iwi-Māori Partnership Board in Taranaki) as an outcome of the new health structure.

These three organisations are now responsible for working in partnership to improve services and outcomes across the sector. It is going to take significant time and effort to embed these new structures. Despite these changes our health sector partners continued to support our mahi over the past year. We will continue to work closely with this sector on a regional level, to grow the Māori workforce, and contribute to flourishing whānau and Māori leadership in Taranaki.

GOVERNANCE

In conducting its business, the Trust Board met five times in 2022.

We commenced a review of our Trust Deed and board structure in 2022.

In July 2022 we farewelled our Board members Charles Hunt and Megan Tahere. We also farewelled our longstanding board member Te Oti Katene. We are very grateful for their contributions over the years.

In August 2022 we welcomed Kate Emery and Eileen Hall to our Board. Each bring with them valuable knowledge and a distinct perspective.

Currently the WRR Board are:

- Eileen Hall and myself, representing Te Pūnanga Ora
- Lu Scanlon and Gloria Campbell, representing the Ministry of Social Development
- Kate Emery. We are in discussions regarding appointments from Te Whatu Ora and Te Aka Whai Ora.

We are still looking to add to the Board with an appointment from the education sector, this was held up in 2021 due to changes in priorities and pressures on the educational workforce.

FINANCE:

Financially WRR (the Trust) performed as follows:

	2022	2021
Income received	1,172,575	977,807
Expenses	1,030,771	579,961
Surplus	141,804	397,846
Net cash flow	94,325	437,135
Accumulated funds	978,066	836,262

OPERATIONS:

2022 was another year of significant operational development which you can read about in more detail in the Pou Whakahaere/ Chief Executive's report.

In January 2022 the staff team moved into our new office at 46 King Street, New Plymouth, colocating with the kaimahi of Tupu – ā-nuku, the environmental workforce development initiative of Ngāti Maru. Working alongside has meant the teams have been able to support each other.

TE TUKU MIHI

As we look back, a big thank you Tanya for your outstanding leadership (both strategically and operationally) and to Olivia Ratana-Walkinton, Office Manager, Sherrie Flanagan our Operations Manager and the staff team, for supporting us in delivering on the WRR strategy - E te rōpū ringa raupā, e mihi mutunga kore ki a koutou katoa, and finally, to the WRR Board, e mihi anā āhau ki a koutou katoa.

LOOKING FORWARD

Our kaupapa remains vital. With so much change impacting health and education, and whānau wellbeing, and with an ever-growing Māori population, the need and opportunity for Māori workforce continues to grow.

As we look to the future we will be considering where the Trust is best positioned to be most effective in our strategies in the years ahead.

Recommendations:

That WRR;

1. **Receive, note, and discuss** this Annual Chairs Report 2022.
2. **Endorse** this Annual Chairs Report 2022

Tēnā kautau, tātou katoa



Te Pahunga (Marty) Davis – Chair.

CHIEF EXECUTIVE'S STATEMENT

Tēnā koutou katoa.

I am very pleased to present my 2022 Chief Executive Report.

Why Ora empowers Māori career and employment aspirations so that our whānau can flourish. Rangatahi and whānau are at the centre of our mahi. Our aim is to help lift whānau incomes and grow leaders who can make a positive difference in our community.



Operations

2022 has been another big year for our organisation. Over the past year we engaged with and supported over 500 people in study and on meaningful career pathways.

We supported a total of 377 registered secondary students, as well as 94 tertiary students, through our Manaaki Oranga programme (pastoral care), which we offer to all our registered whānau to support them on their study and career journeys.

During the year we offered a range of supporting programmes, including Rapuara Hauora, our health careers exposure workshops, and our new offering Rapuara Ako, to promote meaningful and rewarding career opportunities in education.

In August we held our Annual Pūtaiao Expo and our Hui Whānau which gave our whānau an opportunity to explore, grow and support the career aspirations of their rangatahi, and the diverse career possibilities in health, education and more.

Of the 377 secondary school students who registered with Why Ora and finished in Year 13 in 2022; 4 went into health careers, 1 into employment education, 33 into other employment, 14 into tertiary studies in health and 22 into non-health tertiary pathways. The rest are being supported to pursue other career paths.

In December 2022 we had 94 registered tertiary students already on health and education career pathways including 12 student medical doctors, 18 nurses, 3 midwives, 17 allied health professionals and 7 in education. Meanwhile already in employment there were 5 medical doctors, 55 registered nurses, 5 midwives, 25 health administrators, 57 allied health professionals, 27 health care assistants, 6 caregivers and 6 non-clinical health workers.

Partnerships

2022 was a big year for our partners. Especially in the health sector where there were significant national and regional changes.

In 2022 we continued our joint venture partnership with Te Whatu Ora to support Māori workforce development and to ensure more Māori develop rewarding career paths and grow as leaders within the health sector. Our partnerships, and those in the education, Iwi and other sectors are integral to our mahi supporting whānau career aspirations.

NGA MIHI NUI!

A huge thank you to all our supporters, funders, Iwi and community, and the sectors we work alongside; the health and education sector, and in all Taranaki secondary schools and Kura Kaupapa Māori, for enabling your students to participate in our programmes.

A big thank you to our strategic funding partners the Toi Foundation, for supporting our cadetships and programmes, and our capacity, as part of the Toi Foundation's Poutama Capacity and Capability Pilot. Toi Foundation are committed to equity in Taranaki.

We would also like to say a huge thank you to the Peter McKenzie Project (of the JR McKenzie Trust) for their commitment to our shared kaupapa supporting whānau to flourish. We have been participating in their Ngā Kaikokiri (participatory philanthropy roopu) and engaged with people dedicated to whānau wellbeing.

We would also like to thank the Ministry of Social Development for their support towards our cadetships as well as our mahi supporting youth not in employment, education, or training through He Poutama Rangatahi fund. We have started to see some success.

To all our registered rangatahi and whānau on whatever career path you take – you are all amazing – we feel so lucky to be working with you and look forward to supporting you on your journey when you need us, and to see you flourish in your chosen careers.

To our Board and Staff – thank you for all your efforts over the past 12 months to make a meaningful difference in the lives of our whānau. It is truly inspiring to be part of this kaupapa and to see the collective results of everyone's efforts!

Ngā mihi nui,



Tanya Anaha, Pou Whakahaere/ Chief Executive



Learning keeps me motivated

Hoki Mai Ki Why Ora: Sean Taylor

When Sean left school in 2021, he wasn't sure what he wanted to do - but he knew he wanted to do something! Sean liked working outside and in the garden, and looked up to his uncle who works for Iwi, on the maunga and in the environment.

Sean first registered with our Hoki Mai Ki Why Ora programme at the beginning of 2022. Hoki Mai Ki Why Ora assists taiohi onto meaningful career paths.

Sean wasn't sure if he wanted to study or mahi. He had a CV but needed help with his interviewing skills and confidence. He was interested in horticulture, arboriculture, conservation or forestry but needed to experience them to help him make a decision.

Our Kaiārahi shared options for study and helped Sean develop short-term, mid-term and goals including a work readiness plan. With the support of our partners Tupu ā nuku he attended their Taster days which enable rangatahi to work alongside experienced workers and give them an opportunity to see what environment jobs are really like.

Sean was keen to enter employment and the next step was to get him work-ready. He then began his mahi journey with Matike Ltd doing some planting and spraying for six months.

Sean was then employed by Glasgow Scaffolding part-time to start him off in the workforce at a comfortable pace. Coming into the New Year he is working towards full-time employment. Also he is currently working with Tupu ā nuku to get his driver's license.

Sean has worked so hard and reached the goals he had set for himself at the beginning of the year. Sean has now been offered a full time apprenticeship through Glasgow Scaffolding.

"Sean brings a beautiful energy to our team as the potiki. Recruiting can be hard, he has slotted in perfectly."

- Ebony Manukonga, Glasgow Scaffolding & Rigging LTD

"I like learning new things it keeps me motivated, makes it better having a supportive crew behind me"
- Sean



Photo: Dani Toutai (Tupu ā Nuku), Sean Taylor, Katie Walsh (Why Ora)

Give it a go - and keep on going, despite all odds!

Jody Timu-Kaea always cared about others and dreamt about being a nurse since childhood. Starting with Why Ora at High School, Jody pursued her dream, becoming a registered nurse – overcoming barriers all the way!

This is Jody's own story.



Photo: 2014 Incubator workshop, Jody, Why Ora taiohi



Photo (L-R): Michelle (Why Ora, Jody Timu-Kaea and Raukura Timu-Kaea (sister)

Ko au tēnei a, Jody Timu-Kaea. He uri ahau nō Ngāti Kahungunu ki Heretaunga ko taku papawhakatipu, ko Muaupoko ki Horowhenua, Ngāti Maruwharanui, ko taku ūkaipo ko Pukerangiora ki Te Ātiawa i raro i te maunga titohea a Te Kāhui maunga o Taranaki, ko te rohe tēnei o taku whāene, te rohe e noho nei au. Nō Ngāti Maniapoto ki Waikato i te taha o taku matua.

I struggled quite a bit in my senior years at high school as a Māori taura. My first encounter with Why Ora began in 2014, as a shy year 12 student. A career advisor asked if I'd be interested in joining something for Māori students who aspire to work within Health. At first, I thought "yeah okay, I might as well give it a go."

I found the more I kept going the more I enjoyed it. Front row seats into the hospital, trips to tertiary institutes, getting to know taura from other schools. People came to talk to us about their journey, their transition from high school to further study and how it wasn't always easy.

I continued on the Why Ora secondary school programme until my last year of High School and attended a four-day study retreat in Rotorua run by Kia Ora Hauora. It was an awesome trip to be part of! Following that, I started studying Te Reo Māori for a year in 2016.

A year later I found myself unable to get into the nursing bachelor's degree due to not meeting some of the course pre-requisites, so I did foundation study to gain extra UE credits. Tertiary study opened up doors for me.

I started a Bachelor of Nursing degree at WITT in 2018. I enjoyed my time studying but it wasn't always smooth sailing! I faced a few barriers but despite all odds I kept pushing, because of my support network, including my Mum, sister and partner, and "Mitch" (a Why Ora Kaiārahi) who continued to remind me of my "why" and why I chose to do Nursing.

After receiving an important scholarship, I felt a lot of pressure. I doubted my abilities. I thought I wasn't smart enough to finish my degree. My second year had more challenges, and I decided to withdraw and took a break. I needed that time to remind me of my "Why".

The following year I re-applied. The curriculum had changed, the paperwork was harder, but the placements made up for it. Repeating year two, my first placement was in Mental Health. In Year three I found my current career path as a Māori Mental Health Registered Nurse.

As a health care worker going into my first year, I think about the disparities Māori face in health and well-being. The mental health field is hard to tackle, but when I meet a Māori doctor, nurse or even a Māori patient on the ward - we just get each other, there's a safety net that's created when caring for your own, it feels natural, like you just know what to do.

Identity and connection are huge in Māoritanga, it's how we build our therapeutic rapport and implement culturally safe care. Māori love to connect with one another and being another Māori face a patient can feel safe with, makes all the difference in itself!

Being Māori is something I am immensely proud of and I strive to incorporate all things Te Ao Māori into my work.

My aspirations for the future are to work within the community, to further push the knowledge and hopefully create something bigger.

To help Māori do bigger things, to break stereotypes, to aim for higher education, to take a step in a healthcare facility and be heard.

I hope to create a space that provides a safe haven for our whānau, hapu, and iwi in our communities and encourage others to build their own passion to support our people within healthcare. To realise there are others out there waiting for you to have 'YOUR' moment, just like I realised. To recognise that just because you're struggling academically does not mean you can't become what you want, there is always another way!

My advice is to just give it a go – you know more than you think. Not all journeys make it in the first go, some of us have obstacles to jump through and it is okay to fall down, but before you quit, always remember why you started in the first place.

Behind every success story, is also the little village that helped nurture the seed. At the end of my 5-year journey towards becoming a Māori Registered Nurse, I share this success with all those who supported me along the way. My success is theirs too and I never realised until my graduation how many people were on the side-line clapping!

Amongst them was "Mitch". Why Ora supported my journey from the beginning, watched me cross the stage to receive my bachelor's degree and played a huge role in my career journey all the way up to employment. I hope any Māori face who chooses to come into health recognises they are inspiring others every day without even realising.



Photo : Jody and Michelle (JGraduation)

Photo : 2018 WITT first year nurses at Parihaka

WHY ORA WHĀNAU



Rylee Meredith
Ngāti Tahu
New Plymouth Girls High
Tertiary

“My reason for studying social work is being able to walk alongside and support rangatahi and whānau to achieve their own goals and sense of well-being within their lives”



Mikayla Callaghan
New Plymouth Girls High
Ngāti Manawa
Teacher

“I want to help guide tamariki into becoming the best version of themselves. There were both positive and negative times where teachers had an enormous influence on me to help become who I am today.”

“If someone was interested in this career, I'd say definitely give it a go. It's massive, and you can branch into all sorts of things, and you definitely get some awesome stories! And the camaraderie you form through seeing, true tragedy and true miracles as well.”

- **Nathan Tuuta, Emergency Department Nurse**



“To anyone interested in nursing would be that it's a great career! I have never been out of work in this career. So, if you want that kind of peace of mind it's great! and you get paid well – so I encourage people do it.”

- **Marlene Proctor, Anaesthetic Technician/ Registered Nurse**

Jacob Campbell
Francis Douglas Memorial College
Ngāti Mutunga

“Choosing a Bachelor of Health, I want to make an impact on the healthcare system in New Zealand and focus on the problems with the health of New Zealanders and what is happening around it. I have really found a liking to this degree with how and what you learn throughout.”



Willow Rahui-Brown
Ngāpuhi
Employment

“In the future I want to make a difference to my community and complete a degree in the health field. I am lucky to have found my passion for Mental Health through the role I am in today.”



WHY ORA WHĀNAU



Kenneth Hau
Taranaki, Ngāti Tuwharetoa
House Officer/ Medical Doctor

“ My advice to anyone interested in pursuing a new career path is – just be open. Trust in your abilities. Don’t hold yourself back! If there is something you want to do – don’t let any obstacles get in your way. If you are worried about mental wellbeing and stress – realise you are not alone. Have the courage to share the problem and halve your burden. You will find your way! ”



Season Blackburn-Kingi
Te Atiawa, Ngāti Mutunga,
Ngāti Maru, Ngāti
Maniapoto
Tertiary

“ I have always been passionate about health and giving back to my community and whānau. My journey entering the Hauora Māori degree gave me the opportunity to see my whānau experiences, knowledge and passions come into fruition within the health space. ”



Tane Whitehead
Te Atiawa - Taranaki
Tertiary student

“ My degree has allowed me to combine my passion of sport and physical activity with business, as I aim to start my own business in the future. My biggest supporters have to be my family. Being the first in my family to attend university, they don’t understand in detail the system, but trust that I know what I’m doing. ”

Oceana-Breeze Maia Kaponga
Te Atiawa - Taranaki
Pharmacy Technician Trainee

“ I believe that being in this profession allows me the opportunity to show Māori that they can get into the health profession. I want to share my passion and experiences to present and future generations, so that they can see there are opportunities for them and not to be afraid to put themselves out there, build their own interests in the industry and to one day have the chance to influence future generations themselves. ”



WHY ORA DASHBOARD 2022

MANAAKI ORANGA

357
ENGAGEMENTS

Pastoral support given to all by our Kaiārahi this quarter

consist of interview coaching, applications, CV support etc

Not in Employment, Education or Training

15 Registered

Employment 10 Education 0 Participating 15

one person can have multiple outcomes

1 Gained drivers license

SECONDARY SCHOOL

377

Taira registered with Why Ora

125 Year 11
122 Year 12
130 Year 13

TERTIARY

94

Tertiary taira registered with Why Ora in Health and Education Pathways

COMPLETING STUDIES 2022

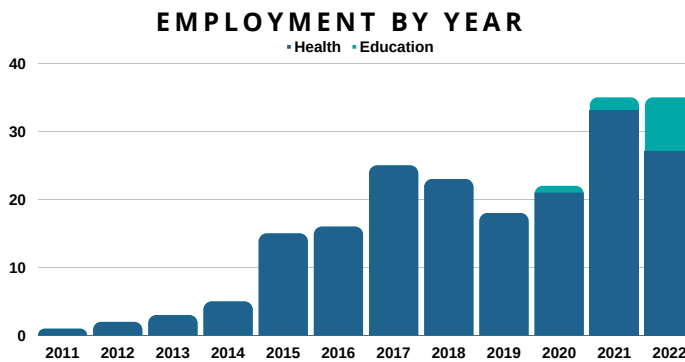
4 MEDICINE
5 ALLIED
7 NURSING
4 TEACHING
6 CERTIFICATE

TOTAL EMPLOYMENT DATA

Registered with Why Ora and Employed in Health or Education

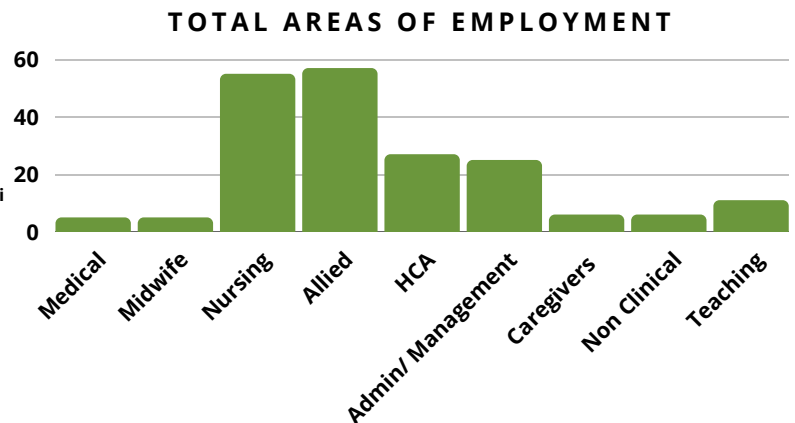
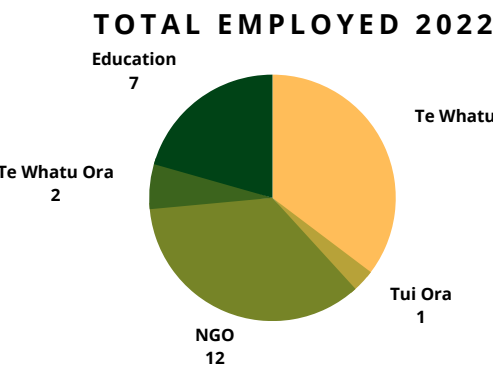
196

Health 185 Education 11



COVID RESPONSE

Covid Manaaki 293
Manaaki - care packs 113



"My why is He tangata, he tangata, he tangata (It is the people, it is the people, it is the People). By becoming a physiotherapist, I want to help everyone that walks within my path and this isn't just physical but the mental and spiritual well-being of the person."

- Jacinda Shaw, Tertiary student

"It doesn't really feel like a job! I really find it rewarding that we make it a positive experience as a child, and then that leads on to adulthood, and hopefully onto their children, so we improve that positivity circle around dentistry".

- Jordan Wearne, Oral Health Therapist