



why **ORA**
ANNUAL
REPORT

2
0
2
3

T A B L E O F C O N T E N T S

MIHI, STRATEGY & VALUES 01

OUR TEAM 02

CHAIPERSON'S STATEMENT 03

CHIEF EXECUTIVE'S STATEMENT 06

HOKI MAI KI WHY ORA - MADDY'S STORY 09

CADETS' STORY 11

DOCTORS' STORY 14

OUR CORE PURPOSE 17

WHY ORA WHĀNAU 18

WHY ORA DASHBOARD 19



MIHI

Tēnā koutou, tēnā koutou, tēnā koutou katoa. Welcome to the Why Ora (Whakatipuranga Rima Rau Trust) Annual Report for the 2023 Financial Year.

STRATEGY

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.

VALUES

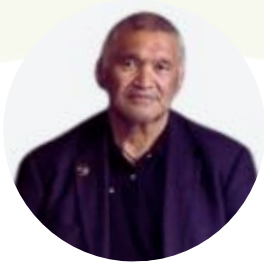
Matā Tika: we strive to do the right thing, we are ethical; unbiased, honest, and fair in our dealings with each other and all people

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
Former TWPK representative



Gloria Campbell
Ministry of Social
Development



Kate Emery
Health New Zealand
Te Whatu Ora Taranaki
- finished 2023



Eileen Hall
Former TWPK representative



Lu Scanlon
Ministry of Social Development

WHY ORA KAIMAHI



Pou Whakahaere
Chief Executive
Tanya Anaha



Pou Arataki
Sherrie Flanagan
- finished Oct 2023



Poutaiwhanga
Olivia Ratana



Kaiārahi
Michelle Martin
- finished Apr 2023



Kaiārahi
Liahna Smith



Kaiārahi
Graham Jones



Kaiārahi
Shannan Totrewa
- finished Sep 2023



Kaiārahi
Rory Maxwell



Kaiārahi and Event Lead
Mizia Kemp-Martin



Kaiārahi
Trent Hohaia
- finished Dec 2023



Kaiārahi
Katie Walsh



Contractor/ Advisor
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 seventh annual report to the Whakatipuranga Rima Rau Trust (the Trust), operating as Why Ora, for the reporting period 1 January to 31 December 2023.

ACKNOWLEDGEMENT:

I wish to acknowledge with gratitude the support of our partners and funders during the 2023 year, including;

- Toi Foundation; for strategic support contributing towards our outcomes to increase equity for Māori in Taranaki, supporting cadetships so that Taranaki whānau can flourish, and building our organisational capacity and capability
- Ministry of Social Development; for support to engage rangatahi not in employment, education or training into meaningful opportunities through the He Poutama Rangatahi
- Te Aka Whai Ora; for support of Why Ora hauora Māori workforce development initiatives and Te Ao Māori solutions for population health outcomes
- Health New Zealand Te Whatu Ora Taranaki; for our joint venture collaboration to grow the Māori hauora workforce including leadership
- JR Mckenzie Trust (Peter McKenzie Project) for support so that Taranaki whānau can flourish and for mutual work towards systems change in hauora and education

We are very grateful to our funders, health sector, education sector, iwi, community, government and other partners who continued to support our mahi over the past year.

STRATEGY

2023 was a significant year for the Trust. Since our establishment as a charitable trust in 2010 we have continued to explore and adapt our strategy to respond to changing needs.

In a rapidly changing world, with much change impacting our whānau and communities, we must evolve or risk failing to meet needs, and losing relevance as an organisation.

As a charitable trust, our beneficial purpose has always driven our existence, however, with well over a decade in operation, it was timely to review it and ask – are we still needed?

In 2023 with the support of our partner the Toi Foundation we carried out a strategic review, including reviewing our Trust deed purpose and objectives.

Our review process resulted in a revised Deed that ensures our purpose is relevant, aligned with stakeholder and community needs, and that we comply with the Trusts Act (2019).

In 2023 we also continued working on our strategy for the next 5 years ahead, to take effect later in 2024.

What we found is that our kaupapa remains highly relevant. The need to address Māori health and education outcomes continues, and both sectors continue to have significant workforce gaps. With a rapidly growing Māori population, the need for workforce will continue to grow.

Why Ora has demonstrated that it can contribute towards these outcomes. For example, we have supported 15 registered whānau to become medical doctors. 12 are now qualified, 6 work at Health New Zealand Te Whatu Ora Taranaki, 6 work in other health settings, and there are 3 others in tertiary studies.

Along with the needs listed above there is also much positive development happening in our communities. To ensure our collective resources are managed effectively and efficiently, it is essential that we work together collectively.

In 2023 we continued with our existing workforce strategies. We collaborated with our strategic partners across the health and education sectors, iwi, government and community. We initiated a collective workforce project with Tui Ora, continued our joint venture partnership with Health New Zealand Te Whatu Ora to contribute to mutual workforce aims, and we continued to support Te Pūnanga Ora (the Iwi-Māori Partnership Board in Taranaki) as they establish their structure and activities.

GOVERNANCE

In conducting its business, the Trust Board met five times in 2023.

We completed a review of our Trust Deed in 2023. This resulted in a change to our board structure, with the removal of settlor appointments. The Board now has full authority to recruit and appoint board members with relevant sector expertise and skillsets.

In 2023 Board member Kate Emery took leave from her role. We are very grateful to Kate for her contribution to date.

Currently the WRR Board are:

Myself (Chair)
Gloria Campbell (Trustee)
Eileen Hall (Trustee) and
Lu Scanlon (Trustee)

We are in discussions regarding appointing a new board member with education sector expertise.

FINANCE:

Financially WRR (the Trust) performed as follows:

| | 2023 | 2022 |
|-------------------|-----------|-----------|
| Income received | 1,342,124 | 1,206,125 |
| Expenses | 1,059,509 | 1,041,547 |
| Surplus | 282,615 | 164,578 |
| Net cash flow | 1,028,523 | 94,325 |
| Accumulated funds | 1,283,455 | 1,000,840 |

OPERATIONS:

2023 was another productive year of operations which you can read about in the Pou Whakahaere/ Chief Executive's report.

TE TUKU MIHI

As always a big thank you Tanya for your leadership (both strategically and operationally) and to the staff team, for supporting us in delivering on the WRR strategy, and finally, to the WRR Board, e mihi anā āhau ki a koutou katoa.

LOOKING FORWARD

The Trust has entered its 14th year of operation in a changing context. With a new government from October 2023 the sectors we work within entered another period of transition as new policies are being implemented.

As we look towards the future, we will continue to review our strategy to ensure its relevance, work collectively to meet workforce needs, and support and grow the workforce to ensure better outcomes for Māori so that all whānau flourish in Taranaki.



Tēnā kautau, tātou katoa
Te Pahunga (Marty) Davis – Chair.

Recommendations:

That WRR;

1. Receive, note, and discuss this Annual Chairs Report 2023
2. Endorse this Annual Chairs Report 2023

POU WHAKAHAERE CHIEF EXECUTIVE'S STATEMENT

Tēnā koutou katoa.

I am very pleased to present my 2023 Chief Executive Report.

2023 was a constructive year for Why Ora, as highlighted in the Chair's 2023 report.



Results and Outcomes

Over the past year we have heard some truly inspirational stories emerging from our whānau. It is reassuring to hear the work of the past 14 years is resulting in such positive outcomes.

In 2023 we celebrated one of our whānau with two generations now engaged in health careers. You can read some of these stories in our 2023 Annual report and on our website.

Some of our other 2023 results are listed below. While numbers do not capture the impact of our whānau or the full scope and impact of our work, they do give a snapshot of our outcomes.

At the end of 2023 we had 484 secondary school students from Year 10 to Year 13 registered with Why Ora. Our Kaiārahi Team provided Manaaki Oranga (one to one pastoral support), with over 800 pastoral support engagements with secondary school students throughout the year. This included an array of activities such as getting to know them, identifying their aspirations, CV support, interview coaching, and assistance with study, scholarships and job applications.

At the end of December 2023, we had a total of 131 registered tertiary students on health and education career pathways including 62 in health, 15 in education and 54 in other areas.

Our Cadetships are another important way that we grow the workforce, providing the opportunity for our whānau to develop positive relationships, connections, transferable skills and employment experience in a future career. In 2023 we had 5 cadets based at Health New Zealand Te Whatu Ora Taranaki. You can read the stories of two of our cadets in the Why Ora Annual Report 2023.

Our total number of registered Why Ora whānau already in employment at the end of 2023 included 1 dentist, 9 medical doctors (with a further 3 graduates due to start employment in early 2024), 62 registered nurses, 5 midwives, 19 health administrators, 64 allied health professionals, 28 health care assistants, 7 caregivers, 2 non-clinical health workers, 12 in education career pathways and 110 on other career pathways.

Operations

2023 was a productive year for the Why Ora team we offered an array of activities designed to support and facilitate taiohi and whānau onto meaningful and rewarding career paths.

For many of our future health and education workers the seed of an idea that they too may be able to pursue a professional career starts at one of our promotional events and programmes.

In 2023 we offered several of our well-established career related programmes and introduced new organised activities with an excellent response. These included successful delivery of:

Why Ora Promotion – in 2023 we delivered this activity to schools earlier than usual to ensure that students had sufficient time to engage with Why Ora at the start of the school year. The promos were a success with a significant number of new rangatahi registrations.

Rapuara Hauora - our health careers exposure workshops provided an opportunity for Year 11 to Year 13 secondary school students to see and experience meaningful careers in the health and disability workforce at both the Taranaki Base Hospital and Hawera Hospital. Students heard inspiring speakers from a variety of hauora careers and engaged in 'behind the scenes' hospital tours. We worked together with schools, Health New Zealand Te Whatu Ora Taranaki, and other providers to deliver these workshops. We are hugely thankful to all involved.

Pūtaiao – in 2023 we once again held our annual science and Mātauranga expo, which aims to ignite Y9 and Y10 secondary students with a passion for science and mātauranga and to increase uptake of science subjects needed for entry into many health careers. Pūtaiao was attended by over 380 students in 2023. A huge thanks to all secondary schools for enabling attendance. We are also very thankful to the organisations that presented at the event including representatives of Te Toki Voyaging Trust, Learner Me, WITT Te Pūkenga, Parakore, Tupu-ā-Nuku, and Thom Adams from Venture Taranaki.

CV Workshops – these were run throughout Taranaki secondary schools to assist taiohi to assess their skills and capabilities and develop a CV through a Māori lens. Our CV workshops provided these tauira with an opportunity to create a personalised practical and useful CV that means something to them and that they can relate to – not just words on a page.

Staffing

2023 was also a year of transition with several key staff changes. Former Operations Manager Sherrie Flanagan, our cultural capability lead Trent Hohaia and our previous Communication and Administration Assistant Shannan Totorewa all moved on to new horizons. Meanwhile our Office Manager Olivia Ratana-Walkinton took temporary leave (returning in February 2024).

These changes provided us with an opportunity to make new appointments. We were very pleased to appoint Mizsiah Martin-Kemp in a new role as our new Kaiārahi and Event Lead. Mizsiah has a huge passion for supporting whānau and a valuable background.

Partnerships

Our partnerships, including those in the health, education, Iwi and other sectors are integral to our mahi supporting whānau career aspirations. In 2023 we continued our joint venture partnership with Health New Zealand Te Whatu Ora in Taranaki to support Māori workforce development and to ensure more Māori develop rewarding career paths and grow as leaders within the health sector. We joined forces to offer a hui for Māori doctors, focused on the mentoring they need to be the best they can be.

We also initiated a collective workforce development project with our existing partner Tui Ora. Through this partnership we hope to target and fulfil critical regional health workforce needs.

Moving Forward

As a community driven organisation closely connected to the health and education sectors, we are working in a changing context providing challenges and opportunities for the trust's work.

With a full review of our Trust Deed, including our organisation's purpose and objectives, completed in 2023 and our forward strategy review soon to be completed, we have a strong basis to move forward for the next 5 years. Our focus will be on engaging and supporting whānau into meaningful and rewarding hauora and education careers that lead to better outcomes for whānau, supporting and growing the Māori health and education workforce, and working collectively to target workforce needs.

Acknowledgements

Thank you. To all our supporters, funders, Iwi and community, and the sectors we work alongside; the health and education sector, and to all Taranaki secondary schools and kura for enabling your students to participate in our programmes.

Thank you to our strategic funding partners the **Toi Foundation**, to the **Ministry of Social Development He Poutama Rangatahi Fund**, to Health New Zealand Te Whatu Ora, Te Aka Whai Ora and to the **Peter McKenzie Project** (of the JR Mckenzie Trust).

We would also like to say thank you to:

Our Board and Staff – I wish to acknowledge everything you each do to contribute towards enabling our organisation to successfully pursue its kaupapa.

Especially to our Board, your involvement not only ensures the governance expertise we need to achieve our aspirations but also provides informed leadership during these changing times.

Finally to all of our whānau – you are doing wonderful things! Keep pursuing your aspirations.

We are all honoured to support you and be part of your development. 2024 has some exciting things in store! We look forward to supporting you through your journeys ahead, to help make things better for our whānau and community, so that all whānau in Taranaki can thrive into the future!

Ngā mihi nui,



Tanya Anaha
Pou Whakahaere/ Chief Executive

Working with young people to create a new future

Hoki Mai Ki Why Ora

Over the past year, as well as working with taiohi in secondary schools, Why Ora has also continued to work with those not in school, or in other education, training or employment. We called this our Hoki Mai ki Why Ora initiative – as it offers taiohi with no identified pathway ahead, an opportunity to get back on track to a rewarding future career.

Why Ora has offered this support since 2022, through He Poutama Rangatahi, a Ministry of Social Development funded initiative to improve outcomes for young people not in education, employment, or training.

To date we have supported 29 rangatahi into employment and/ or training, including Maddy who joined Hoki Mai ki Why Ora at the start of 2022.

Maddy is excited about stepping into her future. Having found her passion for youthwork, Maddy is now on a pathway to a meaningful career, employed full-time and has recently enrolled in tertiary study to achieve her aspirations.

Maddy's story

Maddy grew up in a community in Taranaki where everyone felt like family. In 2020, Maddy's whānau moved towns.

"Growing up young people were out in the street, and we would all do things together. Then I didn't know people, and during that time Covid hit!"

When Maddy left school in 2021 she was feeling unsure of her future and with no clear pathway ahead. Looking back, leaving school without a plan was not that positive, however at the time Maddy felt she didn't have other options.

"I was unemployed for a year when I left school and I just stayed at home. I had no purpose and no motivation whatsoever. I felt like I didn't care about anything. Life felt pointless. I was feeling isolated and anxious," says Maddy.

Once identified as needing support, our Kaiārahi Liahna met Maddy and began building a relationship. "I felt super-shy at the start and didn't speak a word, I would just nod!" says Maddy.

"Eventually I started feeling a lot more comfortable with Liahna." Getting to know each other through whakawhanaungatanga.

During the next six months they continued to meet and to explore options.

Maddy identified an interest in youth work. "Back in Y11 at a Why Ora Rapuara Hauora event I felt really inspired by one of the speakers talking about working with youth and it gave me the idea.



Our Kaiārahi Liahna Smith and Maddy, 2023

Maddy's story cont...

Liahna arranged for Maddy to help at two Why Ora events for secondary school Māori taura as a volunteer - first at our school promotions for Y11-13 and then at Pūtaiao, our hands-on science and Mātauranga expo for Y9 and Y10. "Pūtaiao felt scary! There were lots of people! But it wasn't too bad. Everywhere I went I knew somebody. I stepped out of my comfort zone, and I survived it!" says Maddy.

Another opportunity offered was to attend a small wahine noho organised by Tupu-ā-nuku and attended by Why Ora and several of our rangatahi. Held on Maddy's own marae, it was her first time staying at a noho there. "I loved it! I felt at home, and I wanted to learn so much about it. It was so cool to be there and be on the land.

I came away feeling more connected," says Maddy.



Our Kaiārahi Liahna Smith and Maddy, 2023

In early 2023, feeling better about life and ready to work, Maddy gained full-time work at a childcare centre. "Working there really helped with my confidence."

Ready to study for her future goal of working with rangatahi, Maddy then enrolled in the New Zealand Certificate in Youthwork Level 3, with the support of Why Ora and Careerforce, through the Hoki Mai ki Why Ora programme. "I'm excited. It's something I've wanted to do for ages!" says Maddy.

Having faced challenges and having overcome them, Maddy says she now wants to be that "someone" to support other rangatahi on their future path.

We are very excited to continue walking alongside her as she pursues her aspirations!

“

Being with Why Ora gave me a purpose, a thing to keep me going! It has helped me in a lot of ways.

It's given me the motivation to 'do something'! All the support I have received has made it a lot easier.

-Maddy ”

Why Ora cadetships – growing connections, skills and career experience

Why Ora works in partnership to give our whānau the opportunity to experience cadetships that may lead to a rewarding career pathway.

Our Cadetships provide our registered taiohi (youth) and whānau of all ages with the valuable opportunity to develop positive relationships, connections, transferable skills, and employment experience in their potential future career.

Through this initiative we expect to achieve sustainable employment opportunities for Māori within the education, health and disability sectors in Taranaki.

We have seen very positive results over the years with many cadets going on to gain temporary and permanent roles leading towards a meaningful and rewarding careers.

Why Ora arranges cadetships with the support of funding from the Toi Foundation, Health New Zealand Te Whatu Ora, Te Aka Whai Ora, and the Ministry of Social Development.

Over the past year Why Ora has supported five cadets into meaningful cadetships at Taranaki Base Hospital in partnership with Health New Zealand Te Whatu Ora Taranaki. Since starting in their roles at least two of our Cadets have secured full-time employment.

2023 Cadets:

- **Treal Niwa – Orthotics Technician Cadet**
- **Charlise Graham – Physiotherapy Occupational Assistant Cadet**
- **Aperira Moorehouse – Therapy Assistant Cadet**
- **Jorja O'Neill – Rehabilitation Assistant Cadet**
- **Taliana Korewha-Tuavao - Physiotherapy Administration Assistant Cadet**



Photo: Treal, Kaiārahi Katie, Aperira, Charlise, Kaiārahi Liahna and Taliana

No better Place to Be!

“If you really care for people without trying, I think healthcare would definitely be a very fulfilling job. It’s hard, don’t get me wrong, but it’s a great area to work in.” Char Graham, Why Ora Cadet



Charlise (Char) Graham – Physiotherapy Occupational Assistant Cadet

Our Cadet Char Graham started a cadetship in 2023 as a Physiotherapy Occupational Assistant, working at Taranaki Base Hospital. Her job with Health New Zealand Te Whatu Ora Taranaki is based in the rehabilitation ward, supporting the work of physiotherapists.

Char is loving her role and thriving in an environment where she can authentically be herself while exploring and experiencing a great hauora career.

“There’s no better place to be if you want to be a physio than Taranaki Base Hospital,” says Char.

The Why Ora cadetship was pivotal in enabling Char to get into her first role within the hospital. It was in Year 11 that Char was introduced to Why Ora at a showcase to present different health career options for rangatahi.

Through Why Ora Char was able to attend talks by medical professionals, learn about career pathways and could also apply for the physio administration cadetship.

Char says Why Ora supported her in the entire process. “Why Ora taught me how to write a cover letter, make a CV and even held a practice

interview with me before the real one at the hospital,” says Char. “Why Ora always check up on me, even now.”

Char has gained a range of skills at Taranaki Base, from admin work to learning how to rehabilitate stroke patients and amputees.

Work on Ward 2A, the hospital’s rehabilitation ward, involves helping patients get back to the physical capabilities they had prior to their admission, or as capable as possible given circumstances. Within a single week Char helps approximately 40 people. On a standard day Char has 10 or 11 sessions.

Physiotherapy and orthotics professional lead Vicky Lee has been a great support to Char. Once Char’s cadetship finished, Vicky encouraged her to apply for a permanent role as a physio occupational therapy assistant. “It has been amazing to have Char on the team. Her bubbly personality and ability to engage with Māori have been a real asset to us,” says Vicky.

An experience that stands out to Char was working with a stroke patient early on in her role. “It was really rewarding to see someone who could barely move or talk, get up and walk themselves out of the hospital. That’s when I knew that I was in the right place.”

Because rehabilitation patients often stay longer, Char says staff form connections with patients and build rapport, which results in higher trust and engagement.

In the future Char hopes to go to medical school and become either a doctor or a physiotherapist. We look forward to supporting Char along the way!

Anything is possible if you set your mind to it

“It’s worth giving everything a try and making the most of any opportunities. Don’t let age be a barrier to your aspirations and goals. Anything is possible if you set your mind to it.” Treal Niwa

Treal Niwa – Orthotics Technician Cadet – Health New Zealand Te Whatu Ora Taranaki

Treal Niwa has been working at Taranaki Base Hospital for over a year, joining Health New Zealand Te Whatu Ora Taranaki whānau at 17 years old, directly from Spotswood College.

Treal had a passion for health in high school, but no idea which health pathway was the right fit for him, until he gained a Why Ora cadetship.

One of five taiohi Māori offered a cadetship in 2023, Treal was encouraged by Spotswood College staff to apply.

Our kaiārahi then organised for Treal to have an orientation of a few departments at Taranaki Base Hospital.

Treal says that when he first entered the orthotics department, he thought “it was intriguing, all the aspects of how to remodify and make an (orthotic) shoe.”

Treal is now fascinated by the depth of orthotics and enjoys shoe making and tinkering with the equipment, including splitting knives and antique sewing machines.

In an average month Treal creates and remodifies 20 to 30 orthotic shoes, meaning he’s worked on about 220 pairs so far, and counting.

Over Christmas 2023 it was so busy that Treal completed 20 pairs of shoes in just two weeks! The most challenging task is splitting shoes to raise the soles. Treal cuts the sole, adds the raise, and then glues it back together so it’s as good as new.

According to Treal the orthotics team are “so cool to be around” and make “working an enjoyable experience, giving me something to



look forward to every morning.” He’s found they are also “very receptive to learning about Māori culture.”

Within his mahi Treal aims to combat the stigma around Māori in health.

As the eldest of eight, Treal wants to set a positive example for his siblings, as well as inspire other young Māori men to get into the work force and the health sector.

“Making our Māori patients feel comfortable is the most important thing to me. They are usually surprised to see a young Māori tane in the department!” says Treal.

Treal says that having a mentor through the Why Ora cadetship was a great extra support and it took some of the pressure and stress off him, especially when he first started his role.

In the future Treal has ambitions to become an orthotist (which requires a degree in prosthetics and orthotics) and to create his own business fabricating and producing AFO (Ankle Foot Orthosis) splints.

When Treal isn’t busy remodifying the latest orthotic shoes you may find him going for a swim, catching a wave, or spending time with his whānau.

Why Ora Celebrates 13 Doctors in the Whānau !



Graduate Doctor's Whakataua - Zoe Honeyfield, Fiona Nicoll and Ollie McCullough standing with Michelle Martin, and Tanya Anaha (Why Ora)

Why Ora support whānau into all kinds of careers - the focus is never just a job – but on meaningful, well-paid roles.

In the health sector this includes medicine, nursing, physiotherapy, occupational therapy, oral health, dentistry, allied workforce, administrators, management, and info technology.

This is not a short-term kaupapa. There's a huge need for Māori doctors and health workers to serve our communities. It takes at least six years to become a

medical doctor and that is just the core studies. Later they can go onto study specialist areas.

Now in our 14th year of operation, the trust is now seeing the results of years of effort – we now have one Dentist, twelve Māori medical doctors in employment with three more on the way.

Six of our medical doctors are working at Health New Zealand | Te Whatu Ora Taranaki, six in other hauora settings and three more are in tertiary studies.

Recent graduate Zoe Honeyfield has found her feet in her role in the Surgery Department at Health New Zealand | Te Whatu Ora Taranaki.

“My first few weeks were busy, but the people I work with made it so much easier, they are so supportive,” says Zoe.

Zoe grew up in Ōkato and after six years away studying is excited about being back home in Taranaki and giving back to those who helped her along the way.

Zoe was supported by Why Ora right at the start of her studies and over the past six years.

“Even before that I attended the Why Ora health exposure programme when I was at Sacred Heart Girls College, listened to

speakers and looked around Taranaki Base Hospital,” says Zoe. “Then through Why Ora, I spent a day shadowing a health professional. That helped me decide to go on and do health sciences. Then Why Ora helped a lot with applications. Medicine had been an idea, but it was a daunting one. So, it was great to have their support navigating the process to get to university,” says Zoe.

Zoe is one of three new doctors, along with Oliver McCullough and Fiona Nicoll, to graduate in 2023. All started working at Taranaki Base Hospital in January and were formally welcomed at a whakataui.

Photo: 2017, Pūtaiao volunteering, Zoe (Why Ora taiohi), NPBHS taiohi



Photo: Zoe

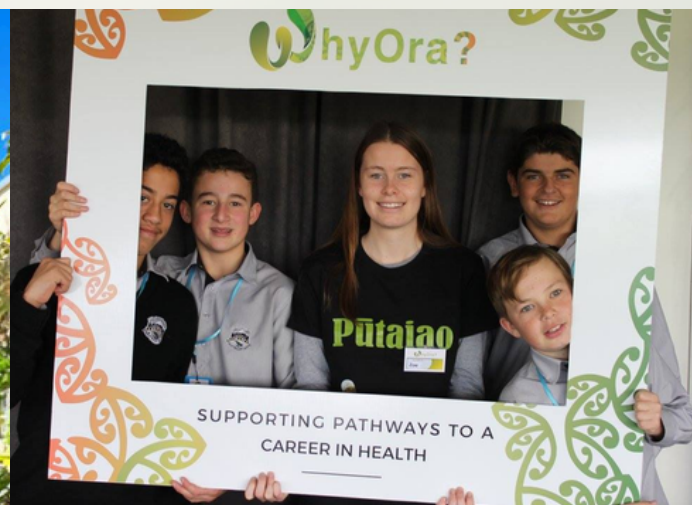


Photo: 2016 Rapuara Hauora workshop, Zoe (Why Ora taiohi)

Photo: 2017 Medical placements, Phoebe and Zoe (Why Ora taiohi)



Fiona another one of our new doctors says “Why Ora provided me with connections to different mentors and also helped me in finding scholarships, to help fund my university journey.”

Previous Why Ora whānau to graduate as medical doctors include Dillon Manuirangi, Ngana Nicholas, Joshua Manukonga, Sam George, Grace George, Drew Davey, Eden Florence, Kenny Hau and Bree-Anna Langton.

Josh, Kenny, Bree-Anna, and Zoe all took time out from studies to complete Te Reo Māori courses and credit that with enabling better patient care.

Kenny says “As soon as you say Kia Ora, it’s a different response to what you usually get, they ask you where you’re from and when you say Taranaki they light up, it’s amazing and it takes hardly any time to connect. It’s a far better medical interaction than what you’d get just going off the script.”

Why Ora also focuses on encouraging rewarding careers in the education sector and connects whānau with interests other than health and education, to appropriate support.



Dr Te Waikapoata Tamati (Dentist)

Our core purposes and why we do what we do

Our new core Trust Deed purpose confirmed in December 2023 is to: *Empower Māori career and employment aspirations for the benefit of the Taranaki region and its whānau.*

Operationally we express this through our purpose statement: ***Empowering Māori career and employment aspirations so that our whānau can flourish.***

We do this to respond to whānau, community and workforce needs. As identified by Health New Zealand Te Whatu Ora: Māori are underrepresented in our health workforce and are more likely to have unmet health needs. Our workforce does not reflect the diversity of our communities and makes it harder for Māori to consistently access care which is culturally safe and responsive. (Health New Zealand Te Whatu Ora Health Workforce Plan 2023/24)

Māori outcomes need improving so that the whole region can thrive. With a rapidly growing Māori population, we need more Māori to help lead and facilitate better outcomes for whānau within our communities.

Our other Deed purposes explain how we do this:

- By ensuring there are enough skilled and qualified Māori to work in the health and disability, and education sectors within Taranaki; and by;
- By working with partners to identify and promote careers and providing workforce development and training and development programmes.

As the health and education sectors provide sustainable career opportunities, these activities also help to uplift whānau incomes and contribute towards better health outcomes for whānau.

WHY ORA WHĀNAU

We are always inspired by our whānau and their aspirations, including those below



Nina Goble
Te Atiawa
Inglewood High School
Tertiary

“ I made the decision to study a Bachelor of Nursing at WITT Te Pūkenga. I have always been interested in health because it seems like a rewarding industry. ”



Coby Maxwell
Francis Douglas
Memorial College
Ngāti Mutunga
Tertiary

“ I hope to work with individuals and their body to improve their overall health. The ultimate end game for me, is to go into post-graduate studies to gain my physiotherapy qualifications and to become a Physiotherapist. ”

“ Making our Māori patients feel comfortable is the most important thing to me. The majority of them, I believe, are very taken aback by the presence of a young Maori Tane in the department. ”

– **Treal Niwa**
Te Atiawa

Orthodics Department, Health New Zealand ,Te Whatu Ora Taranaki



“ I would try my best to do to create a safe welcoming space and share my passion for health with others to make an impact to help whānau Māori lead a long healthy life to enjoy time with whanau and future opportunities. ”

Jorja O'Neill
Ngāti Tu Korehe
Why Ora Cadet



Sienna Benefield
Te Atiawa
Tertiary

“ My current aspirations I have for my future is to use Whakapapa Māori based research methods to help eliminate inequalities in Aotearoa's health system, focusing on creating preventative measures for Māori youth's mental health. ”



Zak Mockett
Ngāti Rangī
Tertiary

“ Right up until the end of year 13 I still didn't know what to do. I was the first of my family to even finish high school, so going to uni was something that was quite new to my whānau. Within the next 5 years, I will have graduated from the University of Otago, most likely in my current major of Psychology. ”

WHY ORA DASHBOARD 2023

MANAAKI ORANGA

821
ENGAGEMENTS

Pastoral support given to all by our Kaiārahi this year

consist of interview coaching, applications, CV support etc

Not in Employment, Education or Training

23
Registered

Employment: 11, Education: 1, Participating: 11

2 Gained drivers license

SECONDARY SCHOOL

484
Taura registered with Why Ora

99 Year 10, 187 Year 11, 123 Year 12, 75 Year 13

TERTIARY

131
Taura registered with Why Ora

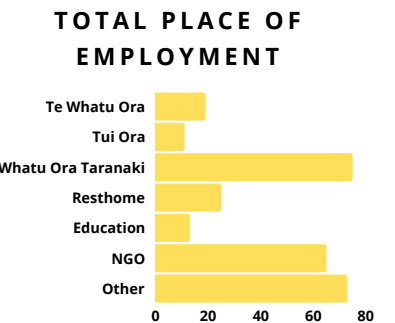
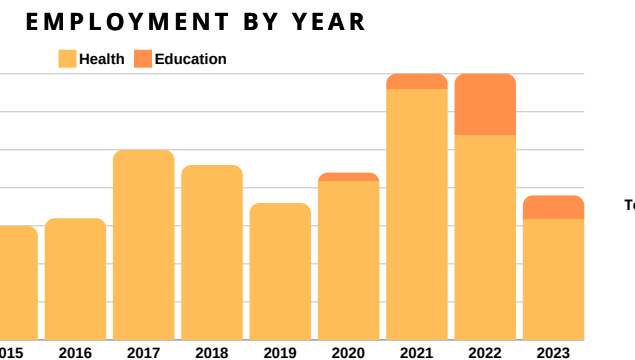
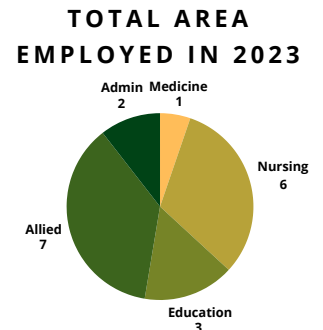
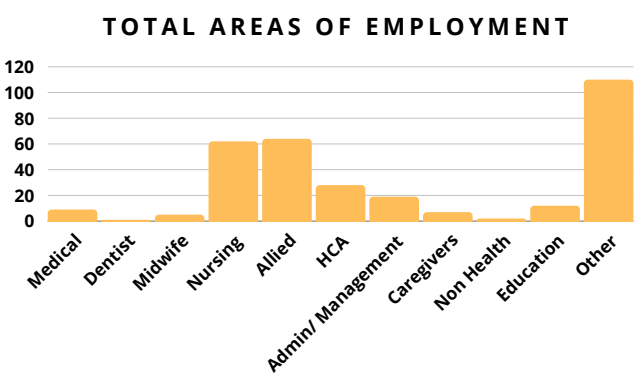
Health: 62, Education: 15, Other: 54

TOTAL EMPLOYMENT DATA

Registered with Why Ora

319

Health: 197, Education: 12, Other: 110



“As a Māori woman I am disheartened by the statement that being of Māori descent is a risk factor for a predicted lifetime of ‘bad’ oral health, and I feel a strong urge to help change this fact, even if it is only by a small amount. This is the main reason, out of many, as to why I have chosen the health field as my lifetime career.”

- Jordan Wearne, Oral Health Therapist

“I persevered through sheer determination and stubbornness, to achieve my goal of providing a secure financial future for my whānau in a worthwhile career. It’s a privilege working in a career I love. It’s certainly not without its challenges but walking alongside and supporting individual hauora journeys is extremely rewarding.”

- Nadia, Registered Nurse