



Pūhoro Charitable Trust  
Final Report (Variation)

*Prepared for the*

***Te Puni Kōkiri***

***Cadetship Initiative***

*June 2024*

# CADETSHIP INITIATIVE FUND FINAL REPORT (VARIATION)

<b>Registered Organisation Name</b>	Pūhoro Charitable Trust	
<b>Lead Contact</b>	Kemp Reweti – Manahautū CE	
<b>Contact Details</b>	<b>Landline</b>	s9(2)(g)(ii)
	<b>Mobile</b>	s9(2)(g)(ii)
	<b>E-mail</b>	s9(2)(g)(ii)

Pūhoro cadets were selected across various roles within the organisation, in an effort to strengthen, support, train and develop staff across the breadth of the kaupapa. The roles identified spanned all aspects of Pūhoro work delivery and included roles in Senior Leadership, Regional Kaihautū Leads (Team Leaders), Operations Staff and general Kaihautū (navigators). As Pūhoro have staff across a number of regions in Aotearoa, Pūhoro ensured cadets were from diverse regions accordingly.

Our Variation agreement enabled us to extend out our timeframe of delivery as we had not fully completed our extensive and personalised programme for our cadets. The following list provides the final bespoke and personalised training, development and academic training that was provided as a suite across the Pūhoro cadets; the training provided was comprehensive and exhaustive according to the developmental needs and opportunities provided to Pūhoro cadets.

**1. Development of our Te Mahere Whāinga PDP process end to end**

Pūhoro has been able to develop *Te Māhere Whāinga* - a by Māori, for Māori Performance Development Plan (PDP) to foster the growth and development of our cadets. Grounded in kaupapa Māori values, Te Mahere Whāinga has ensured that our cadets professional development aligns with their cultural aspirations. By doing this, we have created an empowering, Māori process, where cadets can achieve their personal and professional goals while continuing to contribute meaningfully to the Pūhoro kaupapa.

**2. Senior Leadership Psychometric Testing**

Te Pae Urungi (Senior Leadership) has embarked on a series of psychometric testing sessions with s9(2)(b)(ii) to enhance their leadership qualities and overall team performance. This process has involved understanding how each cadet operates personally, identifying their core values, strengths, and areas needing support. Through the series of sessions, the team has completed the psychometric test, reviewed their results, and engaged in discussions to interpret these findings. The next step will focus on leveraging these insights to optimise team dynamics and collaboration. Moving forward, this process will also be ongoing, and will be critical in ensuring a sustainable leadership team that is both cohesive and effective.

### **3. Professional Writing programme**

Cadets have been enhancing their professional writing skills through 9(2)(b)(ii) led by accomplished wahine toa Shelly Davies. This program focuses on developing clear, concise, and impactful writing techniques. By participating in this course, cadets have learned to communicate more effectively, ensuring that their written work is both professional and to the point. This skill development is essential for maintaining high standards of communication within the organisation and with external stakeholders.

### **4. Bespoke Financial training: 9(2)(b)(ii)**

9(2)(b)(ii) have been instrumental in the professional development of one of our cadets by providing bespoke, internal training in financial management. This collaboration has equipped our cadet with advanced skills and knowledge, enhancing the cadet's capability to manage financial operations effectively. Through this training the cadet has gained valuable insights and expertise, contributing not only to their growth, but also to the enhancement of the financial stability and success of Pūhoro.

### **5. Kura Reo – Mātauranga Māori training and Te Reo Training**

Cadets have been supported to attend various Kura Reo across the motu, enhancing the development of their reo at various levels. This has been augmented by ongoing internal training and guidance in Te Reo Māori and Mātauranga Māori, ensuring that cadets continuously develop their reo and expand their own mātauranga knowledge base. This commitment underscores the cultural integrity of our kaupapa and allows cadets' to expand their reo, and in some reclaim our taonga tuku iho.

### **6. Bespoke Team Trainings**

Cadets are privy to internal, bespoke team training sessions once a week, covering a diverse range of topics essential for personal and professional development. These sessions include but are not limited to: Science and Technology in the 21st century; mental skills; AI; effective rangatahi engagement; media and communication; Te Ao Māori; Te Reo; hauora and Te Taiao. These comprehensive trainings ensure that cadets are continuously upskilled, and are well-equipped with the knowledge and skills necessary to excel in their roles, and contribute effectively to the Pūhoro kaupapa.

### **7. Media and Communication training**

As part of Team trainings there has been a real focus on the development of cadets' capabilities in Media and Communications. As Pūhoro expands rapidly, there has been focused effort on enhancing our media channels to engage more effectively with rangatahi, whānau and external parties interested in STEMM and the Pūhoro kaupapa. This training includes learning to communicate with stakeholders online, effective photography for internal and external purposes, and storytelling through our various social media platforms. This training ensures that the presence of Pūhoro is impactful and engaging within the media space.

#### **8. Digital Tech Licences and associated Training**

As part of AI skill development for cadets, Pūhoro has provided digital tech licences and associated training led out by Pūhoro Kaihautū 9(2)(a) . Specialising in computing, technology, and the digitalisation of STEM, 9(2)(a) has been tasked with upskilling cadets' technical skills, enhancing both kaimahi productivity as well as their ability to develop mātauranga-focused digital workshops that resonate with rangatahi.

#### **9. Learning Coach NCEA Tutoring Training**

Pūhoro have been able to purchase and utilise *Learn Coach* to enhance the tutoring capabilities of our cadets in STEM. Not only has it improved their teaching effectiveness, but it has also proven useful in other ways, by offering direct access to resources for rangatahi seeking additional support in the Sciences, in addition to the Pūhoro tutoring programme.

#### **10. First Aid training**

Pūhoro has been able to offer bespoke first aid training for staff, led by Whai Ora First Aid founder Pani Kerehoma. Whaea Pani's unique approach integrates Te Reo and Tikanga Māori, providing a training programme that is culturally relevant and engaging. Her kaupapa Māori-grounded teaching style has been highly appreciated by our cadets.

#### **11. Postgraduate Study Training**

Cadets have been granted the opportunity to expand their knowledge through postgraduate study as part of actualising components of *Te Mahere Whāinga*. This training opportunity has allowed staff to develop their personal, professional, and leadership skills, paving the way for future leaders within the kaupapa, or within their chosen fields. Furthermore, the investment also ensures that our cadets are well-equipped to drive the mission of Pūhoro forward.

#### **12. Salesforce Data Training Data proficiency Training**

Pūhoro has been able to leverage the expertise of our Pou Tātari - Data Analyst, who is proficient in Salesforce, to enhance our cadets' skills in data collation and interpretation. This has led to the acquisition of Salesforce licences, which now enable Pūhoro to use this platform as our central hub for data storage and security. This ongoing training by our Pou Tātari ensures that our cadets are well-versed in handling and analysing data, contributing to more informed decision-making and efficient data management within our kaupapa.

#### **13. Full Team Wānanga – Training**

Built on the premise of Team trainings that occur each week, Pūhoro is enabled to hold an annual full-team training event, where cadets from the various regions are invited to come together for a three-day wānanga to strategise and prepare for the following year. The purpose of this annual wānanga is also to provide a space to further enhance cadets' skill base, foster ongoing collaboration and strengthen relationships through whakawhanaungatanga. Sessions include but are not limited to: cultural capability workshops, team-building activities, leadership development, and technology focused-sessions.

#### **14. Be360 Well-being training programme**

To support cadets in their journey to achieving *Mauri Ora*, Pūhoro have sought the guidance and support of *Be360*, a wellbeing programme designed to enhance the hauora of cadets using a specialised, holistic framework. The training programme focuses on three foundational pillars: *Mindset*, *Connected*, and *Functional*, and has provided a holistic pathway for a balanced life both personally and professionally. The *Connected* pillar emphasises the quality of personal and professional relationships. The *Mindset* pillar encourages self-awareness and emotional intelligence, essential for a healthy work/life balance. Lastly, the *Functional* pillar focuses on physical wellbeing, ensuring that cadets maintain sustainable habits to support their overall health and professional goals.

#### **15. Sustainability Training and Diversification workshop**

This development opportunity enabled Cadets in Senior Leadership to explore with Third Bearing, ways to expand and diversify the Pūhoro model in the pursuit of enhanced sustainability and efficiency. This training was unlike any other opportunity for development that has occurred previously for Pūhoro, and helped capture forward opportunities to understand the scope of the Pūhoro model and intentionally look towards ways to improve and expand in an enhanced and more developed way. This development opportunity was led by Tyson Schmidt who helped synthesise the training and worked closely with our cadets in Senior Leadership.

The cadet programme was a success. Thanks to the support of Te Puni Kokiri we have been able to develop our cadet's skills and professional growth, advancing their leadership, technical skills and cultural competencies. This has enabled them to excel in their roles and contribute meaningfully to the kaupapa and more importantly, to our rangatahi.

Te Puni Kokiri have played a crucial role in the development of not only our cadets, but ultimately our rangatahi who benefit from this service. Pūhoro want to extend our heartfelt thanks to Te Puni Kokiri for their unwavering support, and we look forward to the potential for future collaboration, to continue this transformational journey together.

*He Waka Eke Noa*

s9(2)(a)

Signed:  Kemp Reweti, Manahautū CE – Pūhoro Charitable Trust

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Date: 18/06/2024

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**APPENDICES 1&2 (emailed as attachments with the submission of the variation report).**

Pūhoro has also attached as appendices the following documents:

- 1. Cadetships 2022/23 Final Monitoring Template.**
- 2. Te Puni Kōkiri Funding Financial Report 2024.**
- 3. A Final invoice as per our agreement for final payment**